

# Our Vision


to achieve We prepare scholars


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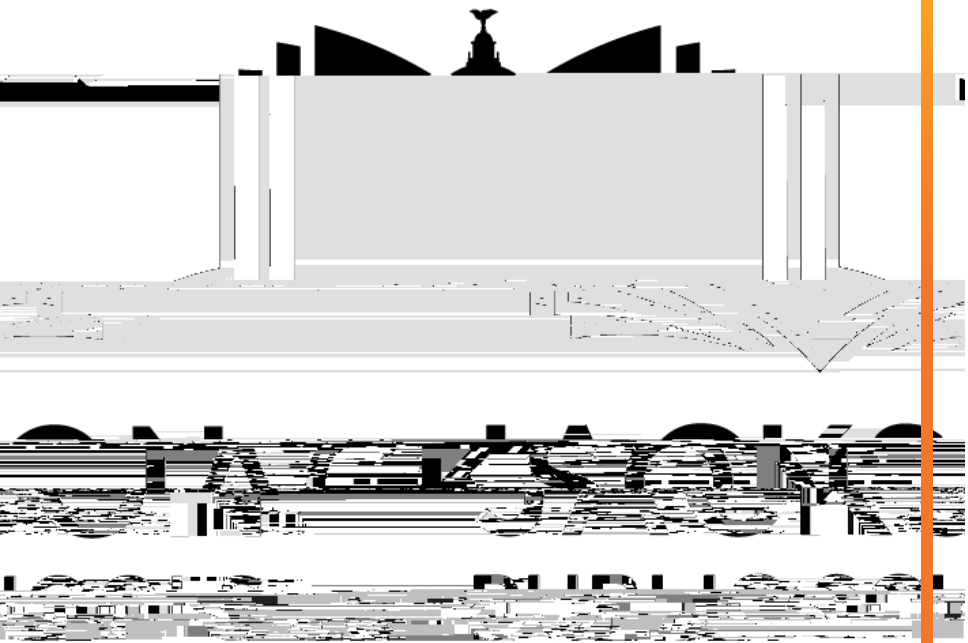
Our Mis

to provide the world-class learning experiences to

great success

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- Scholars' achievement is improved when they are taught by educators who know them as individual learners and who can differentiate instruction in ways that ensure all scholars have access to high-quality curriculum.
  - We are committed to improving our candidate pools and developing the capacity of the most significant school-based influences on scholar achievement: the teacher and principal.

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- Provide an update on district staffing and to provide information on current initiatives being utilized to address all staffing concerns
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- Determined by the number of signed teaching contracts not returned:

- Foreign-born

- Veteran Teachers

- Provisionally Certified Teachers

- Special Non-Renewable Licenses
- Veteran Emergency Certificates
- Expert/Citizen Licenses

- Letters of Intent

- Non-Renewed Contracts

- -returned Contracts (Due: March 2, 2020)




True Vacancies		Hired Full-Time Recruiter	148.8
Limited Service			108.0
Non-renewed Contracts			3
	62.4		40.5

- Current # of Teacher Positions = 1450
- Positions not Filled = True Vacancies Limited Service Teachers
- Approximately 97% Staffed (out of 1450 total teaching positions)



Category	# Expiring Licenses
TOTAL	<u>510</u>
Resigning/Retiring Teachers (Letters of Intent)	



- 176 Veteran Teachers whose license expire 6/30/2020
- Teachers and Administrators Received letters notifying them of their expiring licenses:
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- The Office of Teaching and Learning is offering modules to assist teachers with earning CEUs to renew their licenses
- Teachers can apply for 1-Year Reinstatement License after June 30, 2020
- We expect this number to decrease by 100% by the end of the school year





- Veteran Emergency Certificates (To Teach Out-of-Field) - 16

- The only way to teach out-of-field is through a multi-licensure  
we requested a 1-yr Emergency Certificate to teach out-of-field
- Certificate is renewable for up to 7
- Emergency Certificate is renewable for up to 7

## • Expert Citizen Licenses

- Last for One Year

- District to

  - core educational related and core content (Language, Languages, Math, Science, Social Studies)

- Core

- District

- Resigning 34
- Retiring 15
- Letters of Intent were collected in January in preparation for the issuance of contracts
- Early Identification of Vacancies = More time to fill positions with high qualified candidates



Category	No. Expiring Licenses
	<i>(if only 75% completed)</i>
TOTAL	<u>85</u>
Retiring/Resigning Teachers (Letter of Intent)	<u>13</u> <i>(If only 75% replaced)</i>
PROJECTED POSITIONS NOT FILLED	<u>98</u>
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- The Office of Recruitment still has the goal to have a certified-teacher in every JPS classroom by the first day of school.





All **certified team members** desiring to remain employed in Jackson Public Schools have been offered an alternative placement.

All **classified staff** have been placed in comparable roles at new schools.

- **Major Areas of Need:**

- Elementary Education
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- Special Education


- **Recruitment Incentive**

- Signing Bonus (\$5,000)

- **Grow Your Own Initiatives**

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- JPS Certification Partnerships
- Mathematics –  CMA
-  – William Carey University

- **Praxis Core Preparation Schoolhouse 21 Praxis Prep School**


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- \$5,000 disbursement divided over 3-Years
  - New Hire makes 3-Year Commitment to JPS
  - Looking at ways to expand the use of the Signing Bonus incentive to attract certified teachers to our areas of our highest need




Qualified Subject/Grades	Qualified Endorsements
Science Grade 8	<ul style="list-style-type: none"> <li>○</li> <li>○</li> <li>○</li> <li>○</li> <li>○</li> <li>○</li> </ul>
Biology	<ul style="list-style-type: none"> <li>○</li> </ul>
English / Language Arts -	

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- 3-Year Pilot Program (funded by Kellogg Foundation)
  - Qualified Teacher Assistants are mentored by Vetera



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- Teachers will receive a Masters of Education in Teaching Arts (MAT) degree from University of Mississippi with an emphasis in Mathematics Instruction
  - Tuition is free to the participants except for the cost of books and fees.
  - 10 available slots for this summer
  - Candidates are currently meeting minimum requirements for full entry into program



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- Teachers will receive an MAT Alternate Route Certification for Special Education from William Carey University
  - Pre-Teaching Coursework Offerings and Internship will be completed here in district
  - 15 available slots for this summer
  - Candidates are currently meeting minimum requirements for full entry into program

- 38 Participants
- Test prep for all 3 Areas of the Core
  - ~~Reading~~
  - ~~Writing~~
  - Mathematics
- All participants will receive Testing Vouchers (March 4,2020)
- Will register to take test within 14 Days at the time of receipt
- SH 21 Reported an 89% pass rate prior to participation

