



Local Education Agency (LEA) Plan Form for Highly Qualified Teachers 2015-2016 School Year

Section 1. District information

School District Glen Rose	LEA # 3002000	Date December 7, 2015
Person completing form (print or type) Melissa Elrod	Phone # 501-332-3694	Email address melrod@grbeavers.org
Superintendent Name (print or type) Tim Holicer	Superintendent's Signature 	

Section 2. Describe the district's procedures or actions for recruiting, hiring and retaining Highly Qualified Teachers.

- All vacancies are advertised on the www.grbeavers.org website, the Arkansas Association of Educational Administrators website, and in the Arkansas Democrat-Gazette newspaper.
- Local colleges are called including Henderson State University, Ouachita Baptist University and University of Arkansas at Little Rock.
- Faculty members are made aware of the vacancies and asked for recommendation of people that could be considered for the position.
- The applications are compiled at the superintendent's office and forwarded to the respective principals who are searching for a faculty member.
- The applicants are interviewed for each job by the principal and a committee of his/her choice. Applicants are chosen for the interview from their job qualifications including first consideration for those that are highly qualified.
- The administration is responsible for the selection and recommendation for employment of all employees in the Glen Rose Public Schools.
- It is the policy of the Glen Rose School District to provide equal opportunities without regard to race color, national origin, sex, age, qualified handicap, or veteran in its educational programs and activities.
- Teachers are retained through:
 - Offering to pay one-half the registration fee for applying for National Board Certification.
 - Offering to pay for tuition and course fees toward a certification in special education
 - Paying detail insurance for the employee in their family.
 - Providing professional development opportunities above and beyond what is required.

Section 3. Describe the issues or conditions that prevented filling *all* core academic classes for 2014-2015 with Highly Qualified Teachers, if applicable.

One faculty member is not highly qualified in his core subject. The position had to be filled with a person that was certified to coach and teach middle school science. No applicants were available with both of these certifications. The applicant that was hired had limited experience in teaching science. He was the only applicant that had any experience in this area.

Office use only: Dist. % HQT _____ Number teachers Not HQT _____ Date rec'd by ADE: _____

Office comments:

Section 4. List the teachers of core academic classes who are NOT highly qualified for the classes being taught. Attach an Individual Teacher Plan for Becoming HQT for each teacher who is NOT HQT for classes being taught.

(Copy page as needed.)

Teacher Name	School	Subject(s)	Grade(s)	Intended Date to become HQT
If District is 100% HQT indicate "NA".				
Matt Williamson	Glen Rose Middle School	Science	08	06/20/2016

A completed form for each District is to be mailed, faxed OR scanned and emailed to be received by Dec. 11, 2015, to: Dr. Frank Servedio, ADE Office of Educator Licensure, 4 Capitol Mall, Room 102-B, Little Rock, AR 72201. Phone: 501-682-4589. Fax: 501-682-1193. Email: frank.servedio@arkansas.gov