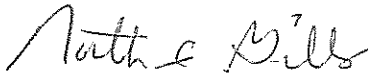




**Local Education Agency (LEA) Plan Form
for Highly Qualified Teachers
2013-2014 School Year**

SECTION 1. District information

School District Glen Rose	LEA # 3002000	Date December 5, 2013
Contact person completing form (print or type) Melissa Elrod	Phone # 501-332-3694	Email address melrod@grbeavers.org
Superintendent Name (print or type) Nathan C. Gills	Superintendent's Signature 	

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

RECRUITING

When a job vacancy occurs, the job is advertised through www.grbeavers.org, www.Teachers-Teachers.com, and the AAEA job vacancy website. If no acceptable applicant is found through this web search, then colleges in close proximity to the school are contacted.

HIRING

It is the policy of the Glen Rose District to provide equal opportunities without regard to race, color, national origin, sex, age, qualified handicap, or veteran in its educational programs and activities. This includes, but is not limited to, admissions, educational services, financial aid and employment. The process of staff selection or promotion shall be free from pressures considered detrimental to the best conduct of the public schools. This policy is based upon the following principles:

1. Ability to fulfill the responsibilities of the position efficiently as judged by all pertinent standards in the sole basis of selection.
2. The use of political or other pressure automatically disqualifies the applicant for the position from any further consideration.

All applicants are considered and those that are Highly Qualified and Licensed in the area of the vacancy are given first priority. Applicants go through an interview process with a team of certified personnel and the building administrator. All references are checked and the applicant is interviewed by the superintendent before board recommendation is made.

RETAINING

Faculty members are retained by paying bonuses when financially sound, offering incentives for becoming Nationally Board Certified, offering help on Master's Degree programs in specific areas and paying for teachers to become certified in areas where needed. We also assist faculty in receiving required Professional Development hours each year.

Office use only: Dist. % HQT _____
Date rec'd by ADE: _____

A completed form for each District is to be mailed, faxed or scanned and emailed to be received by **Dec. 6, 2013**, to: **Dr. Frank Servedio**. ADE Office of HR/Licensure, 4 Capitol Mall, Suite 305-A, Little Rock, AR 72201. **Phone: 501-682-4589.** **Fax: 501-682-1193.** **Email: frank.servedio@arkansas.gov**

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