MISSION POSSIBLE

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We're on the Web!
See us at:
http://www.gcsnc.com/depts/mission_possible/index.htm

Mission Possible a Good Fit for Strategic Plan

Led by the Office of Human Resources, Mission Possible falls under Strategic Plan Area III: Strategic Human Resource Management. Mission Possible is well aligned to achieving all four human resources goals included in Area III of the strategic plan.

Goal III.A: Reduce the number of teacher resignations from the start of school to December by 50 percent. Mission Possible is designed to retain teachers in hard to staff positions by offering support and monetary incentives. Since its inception, Mission Possible has helped to reduce teacher resignations at all levels.

Goal III.B: Increase the retention rate of high-performing teachers and principals in hard-to-staff schools by 5 percent. By reducing resignations, Mission Possible has increased the retention rate of high performing teachers and principals. This means that our students have access to a stable faculty of excellent teachers.

Goal III.C: One-hundred percent of teaching positions will be filled on the first day of school for students. For the past two years, Mission Possible Schools have started the school year with zero vacancies. It is anticipated that this trend will continue as Mission Possible positions are in high demand.

Goal III.D: Increase the diversity of teacher experience and minority teacher representation district-wide as natural vacancies occur. Mission Possible will continue to aid GCS in the effort to attract a broader pool of experienced and qualified candidates from which schools may hire.

National Landscape of Performance Pay

Obama supports it. Arne Duncan, Secretary of Education supports it. You can't open an education publication without reading about it. Performance-based teacher pay is at the forefront of national teacher compensation discussions.

Currently, there exist 34 federally funded performance pay programs in the United States. Guilford County's Mission Possible program is one of those 34. An additional $200 million dollars has been earmarked in the economic stimulus package to exponentially increase the number of performance pay programs across the county. New grantees are expected to include charter schools as well as additional public schools.

In a recent survey, Gallup found that 90% of the general public supports a shift to performance pay for teachers. Surveys of teachers range from 17% to 85% in support of some form of incentive pay. Generally speaking, teachers are in favor of paying higher salaries to those willing to work in hard to staff schools and in hard to staff subjects (science and math) but were not as supportive of performance pay structures. Results show a large gap between public support and teacher support, likely due to the fact that the public sector has employed performance pay structures for many years.

Educators and politicians alike agree that performance pay structures are going to continue to gain momentum. To stay current on policies, legislation, and new programs, visit: www.cecr.ed.gov .

Upcoming Events

Apr	2	SERVE Evaluation Meeting
Apr	6	NC Professional Educator Evaluation System Train-the-Trainer Session #2
Apr	10	Value Added Data Training
Apr	14	Cumulative Effect Steering Committee
Apr	16	SERVE Evaluation Meeting
Apr	23	Cumulative Effect Seminar Series- Makeup

Mission Possible Vacancies

Do you know someone who would like to work in a Mission Possible School? Send them the following vacancies and have them contact Amy Holcombe at 336-335-3294:

Dudley High School, Mathematics

To see upcoming vacancies, visit our Mission Possible Vacancy webpage at:
http://webapps.gcsnc.com/vacancy/search.do?MP=true

Know a great teacher who is interested in working in a Mission Possible School? Contact Amy Holcombe at 335-3294 for more information.

Frequently Asked Questions

Q: My school has chosen "Independent Study" as our professional development option for Mission Possible teachers in the 2009-2010 school year. What qualifies as an Independent Study event?

A: There are several things that you can do to fulfill this requirement. The most important things to remember are that the activities need to be listed on your Individual Growth Plan and that the CEUs need to show up on your transcript by June 30, 2010. Activities that qualify include but are not limited to: conference attendance, university courses, GCS courses, an independent study project that has been pre-approved as an event request in our professional development system, online courses, etc.

Q: My school has chosen "Train the Trainer" as our professional development option for Mission Possible teachers in the 2009-2010 school year. If I'm not one of the faculty who attended the certification training, how do I get my credit?

A: Each Train the Trainer school sent two representatives to get certified to redeliver your selected training back at their home school. In conjunction with the principal, faculty will develop a workshop and deliver it to the whole faculty as a professional development course throughout the year. This will be delivered on half-days and work days as decided by the principal and leadership team. At the end of the workshop, your principal will submit your CEU credit for posting to your professional development account.

Q: Has the Enrichment Zone replaced Mission Possible?

A: Not at all. The Enrichment Zone is a specialized region that was designed to be a part of the regionalization plan aligned with the district's strategic plan. Nine of the ten Enrichment Zone schools happen to also be Mission Possible schools. This zone does not change schools' Mission Possible status.

Course Offerings: 2008-2009

Year 1 Participant Courses:

Cooperative Learning Sessions

5/16/09, 8:30-3:30, 2 days, Washington Annex (open)

Anti-Racism/Undoing Racism Sessions

6/17/09, 8:00-3:00, 2 days, Franklin Blvd.

Year 2 Participant Courses:

Differentiated Instruction

5/2/09, 8:30-3:30, 2 days, Washington Annex (full)

Cumulative Effect Seminar Series

4/23/09, 4:45-6:45, Southern High School (Makeup #2)

For questions about Professional Development registration, call Connie Hicks at (336) 370-8010.

Have you voted on your 2009-2010 Year 3 and Year 4 Professional Development yet? Make sure to vote on one of our three options: independent study, a site-based workshop, or the new train-the-trainer option!

Professional Development Requirements

Year 1 Participants:

Cooperative Learning

Anti-Racism

Year 2 Participants:

Differentiated Instruction

TESA

Year 3 Participants:

Determined by the principal and faculty at each school based upon needs assessment.

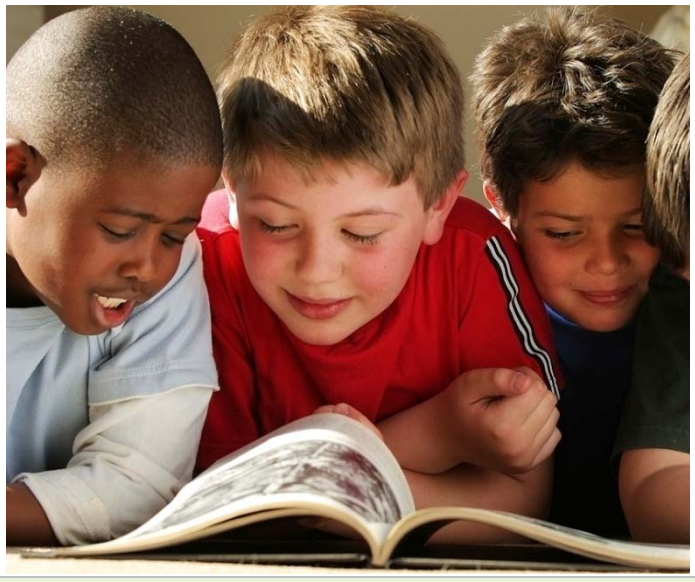
Cumulative Effect Participants:

Anti-Racism (year 1 only)

Cumulative Effect Seminar Series

Summer Math Institute

All workshops must be completed by June 30, 2009 for your current participation year.



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