# MISSION POSSIBLE

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**Special Interest Articles**


Dispelling the Myth

Maximizing Independent Study


**Department Highlights**


Upcoming Events 2

Vacancy Report 2

FAQ's 2

Course Offerings 3

PD Requirements 3

Contact Information 3


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

## Dispelling the Myth

Last month, 90 Mission Possible faculty received large performance bonuses in their paychecks. While everyone celebrated the success of these faculty, some were left scratching their heads and wondering why they weren't a part of Mission Possible. After all, they work just as hard and teach the same students.

This phenomenon highlights a gross misunderstanding of the purpose of Mission Possible. It is not to reward all teachers who work in our most challenging schools. It is not to demonstrate how much we value each teacher. Mission Possible cannot be effective if everyone receives incentives. Incentives must be kept at a level that they attract quality teachers into our hard-to-staff positions at specific schools.

By focusing available funds in large enough amounts, Mission Possible has been able to recruit and retain quality teachers in our hardest-to-staff positions. Prior to the advent of Mission Possible, there were schools that went an entire school year without a single certified math teacher. There were schools that had year-long vacancies that were never filled. This created a condition of inequity for our children in our most challenging schools.

Since its inception, Mission Possible Schools have opened school on the first day with zero vacancies. By providing all of our students with a qualified teacher, Mission Possible is working to close the achievement gap between schools of means and schools of poverty.

## Maximizing Independent Study

Upon completion of your first two years of Mission Possible professional development, you and your school are able to customize a development plan that meets your individual needs. This year, schools were presented with three options:

1. To hold a site-based workshop
2. To participate in a train-the-trainer certification process
3. Independent Study

Many schools chose to offer their faculty the opportunity to take advantage of an Independent Study. This choice gives each incentive paid faculty member the option of submitting an event request to earn 2.4 CEU credits for an activity of their own choosing. Approved activities may include: conference attendance, a graduate course, a non-GCS workshop, an action research project at your school, NCAAT experience, or others.

In order to assist you in pursuing a developmental experience, the Mission Possible Office will provide up to $400 per qualifying incentive paid faculty member to pay for tuition, fees, travel, materials, etc. To take advantage of this support, submit a copy of your Individual Growth Plan, signed by your principal, and original receipts for your expenses detailed on an AS-17 form by 12/31/09. Our office will quickly process your reimbursement and will grant CEU credit upon receipt of your professional development transcript.

## Upcoming Events

| | | |
|---|---|---|
| Mar | 3 | NC Professional Educator Evaluation System Train-the-Trainer Session #2 |
| Mar | 5 | SERVE Evaluation Meeting |
| Mar | 10 | Cumulative Effect Steering Committee |
| Mar | 15 | ASCD Presentation on Mission Possible |
| Mar | 23 | Mission Possible Executive Advisory Committee Meeting |
| Mar | 25 | Value Added Data Training<br>Mission Possible Teacher Advisory Meeting |
| Mar | 26 | Cumulative Effect Seminar Series at Dudley |

## Mission Possible Vacancies

We are pleased to announce that there are no Mission Possible vacancies at this time. However, we will be screening candidates for future vacancies to be filled during the summer, 2009, hiring season.

If you know someone who would like to work in a Mission Possible School, have them contact Amy Holcombe at 336-335-3294.

To track 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: If we are in the middle of a budget crisis, why are Mission Possible Schools continuing to participate in professional development activities that cost money?**

A: A requirement of the Mission Possible federal grant is that each incentive receiving faculty member participates in a certain number of professional development activities each year. The grant includes the budget resources to fund these activities. If our district failed to spend this professional development money, we would lose all Teacher Incentive Fund grant dollars. No local or state funds are used for professional development.

**Q: I have waited until the last minute to take my required workshops. What do I do???**

A: First, reference page 3 of this newsletter to see what workshops you need. You can also reference your individual data sheet emailed to you by Wynde Brady. You must complete all required workshops for your participation year by June 30, 2009. If a workshop is full, put yourself on the waiting list. If you are unable to register for a required workshop, you may take an equivalent workshop at a local college or university. Please note that numerous workshops have had to be cancelled throughout the year due to under-enrollment.

**Q: Can I sign up to take next year's workshops early?**

A: Please do not sign up for workshops that you do not need until next year. You must take required workshops within your participation year in order to maintain your incentives.

**Q: I was hired after March 1, 2009. Am I considered a year one Mission Possible teacher?**

A: Any faculty member hired after March 1, 2009 has until June 30, 2010 to complete all required workshops. If you were hired before, March 1, 2009, you need to complete all year one courses before June 30, 2009.

## Course Offerings: 2008-2009

**Year 1 Participant Courses:**

**Cooperative Learning Sessions**

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

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

**Anti-Racism/Undoing Racism Sessions**

3/7/09, 8:00-3:00, 2 days, Eugene PTA Room (full)

3/21/09, 8:00-3:00, 2 days, Eugene PTA Room (full)

6/15/09, 8:00-3:00, 2 days, Franklin Blvd Training Center

This training is open for registration.

**Year 2 Participant Courses:**

**Differentiated Instruction**

3/21/09, 8:30-3:30, 2 days, Washington Annex (open)

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

**Cumulative Effect Seminar Series**

3/26/09, 4:45-6:45, Dudley High School

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.*

## Contact Information


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