MISSION POSSIBLE

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HUMAN RESOURCES DEPARTMENT 712 North Eugene Street, Greensboro NC 27401 (336) 335-3492

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We're on the Web!

See us at:
http://www.gcsnc.com/depts/mission_possible/index.htm

Teacher Orientation Visits

Representatives from the Human Resources Department visited each Mission Possible and Cumulative Effect project school during the last two weeks of September. Steve Foster, Alan Hooker, Alison Yates, and Amy Holcombe hosted Mission Possible Teacher Orientation sessions at each site. During the visits, teachers received an overview of the Mission Possible program goals and strategies as well as information about recruitment incentives, performance incentives, staff development, and Value-Added Data calculations. Teachers were also shown the new Mission Possible website containing updated content, professional development registration links, upcoming events, pay incentives, and even a new blog page! Representatives fielded questions from faculty members about the Mission Possible program. Many of the questions surrounded required professional development and the process for payment of stipends. Questions asked were incorporated into our Frequently Asked Questions newsletter section as well as posted online on the FAQ's page. Before concluding each session, Human Resources personnel signed incentive contracts with all Mission Possible incentive-paid teachers, curriculum facilitators, and principals.

Mission Possible in the News

Guilford County Schools' Mission Possible program has been prominently featured in the national news. On August 27th, 2007, Mission Possible made the front cover of the New York Times in an article titled, "Schools Scramble for Teachers Because of Spreading Turnover." Guilford County Schools' incentive pay program was also featured by the General News Media in the article, "Congress Proposes Higher Pay for Urban Teachers," on Friday, September 14, 2007. Both articles featured interviews with Dr. Grier who emphasized the need for insuring our schools are staffed with highly qualified teachers. Grier noted that for the first time ever, all of our Mission Possible schools were fully staffed on the first day of school. Also noted was the fact that applications for math positions increased from 7 in 2006 to174 in 2007. National Public Radio affiliate WUNC conducted interviews on September 18th to be featured on a future airing of "Marketplace," a program that highlights unique approaches to doing business. As other school systems look to incorporate innovative strategies into their recruitment programs, Guilford County Schools remains on the cutting edge. Look for these and other news features on the Mission Possible website under "In the News."

Do you know someone who would like to teach for Guilford County Schools?
Call Alan Hooker at (336) 370-8055!

View Vacancies Online:
http://webapps.gcsnc.com/vacancy/search.do?MP=true

Student-Linkage Verification

It was asked at every school and at every advisory team meeting…"How will I know that my Value-Added Data is based upon my *actual* students?" For the very first time, Guilford County Schools piloted a process that allowed each Mission Possible and Cumulative Effect incentive-paid teacher to review their Student-Teacher linkages. Principals played a key role in distributing this information to teachers. Each teacher was provided the opportunity to verify each student name affiliated with the generation of their Value-Added Data. Verifications were sent back to the Mission Possible Office where they were compiled and sent on to SAS for the final analysis. Most schools found that 100% of their linkages were correct. In a few isolated cases, students had to be moved from one teacher to another due to mid-year scheduling changes. Other students were removed from analysis because they did not attend for a full academic year of 140 days or more. This process included three rounds of verification that will serve to ensure the integrity of the performance incentive award process. Thank you to all who worked on the verification.

Climate Surveys

A lot of factors go into building the climate of a school. Administrative and teacher leadership, parent participation, community support, professional growth and safety are merely a few of those factors. As a part of the grant evaluation process, SERVE is conducting Climate Surveys at all Mission Possible and Cumulative Effect Schools. A sampling of parents at each school will received a survey packet containing a consent form and survey. These packets are being collected and consent forms used to distribute student climate surveys. During the first week in November, all Mission Possible and Cumulative Effect School faculties will be emailed an electronic link to take a Faculty Climate Survey. Data from the three sample populations will be compiled and shared with district leaders and schools. Data analyzed will aid in assessing school climate and the impact of the Mission Possible program. Ultimately, this data will be used as a valuable tool in improving school climate in all buildings. For more information, please contact Dr. Holli Gottschall at (336) 315-7438.

Advisory Team Meetings

The primary goal of the Mission Possible program is to recruit and retain the best teachers for the purpose of raising student achievement. To this end, it is critical to hear the voices of teachers and administrators who are key to the program's success. Advisory teams have already begun meeting for the 2007-2008 school year. During these meetings, team members share questions and concerns that have been submitted to them by colleagues. Teams also serve to advise future decisions and strategies. Advisory Team Members can be viewed online at http://www.gcsnc.com/depts/mission_possible/advisory.htm . We encourage you to submit your ideas, concerns, and questions for discussion at upcoming meetings.

Upcoming Events

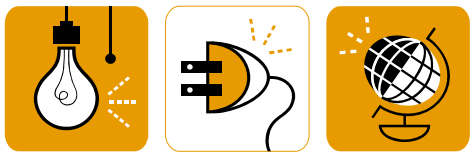
October 2007 Events

2	Cooperative Learning Session, 8:30-3:30
3	Differentiated Instruction Session, 8:30-3:30
4	SERVE Evaluation Meeting
9	Cumulative Effect Steering Committee Meeting, 9:00-11:00, UNCG
10	CE Seminar Series for Middle Colleges, 4:30-6:30, Bennett College
11	Mission Possible Executive Advisory Team, 4:00-5:00, PTA Room
13	Differentiated Instruction Session, 8:30-3:30
16	Cooperative Learning Session, 8:30-3:30
17	SERVE Evaluation Meeting
17	CE Seminar Series, 4:30-6:30, Dudley High School
23	Undoing Racism Session, 8:00-3:00, PTA Room

Send Us Your Story

Have you had a classroom success that you would like to share with other Mission Possible Teachers? Have you implemented changes in your classroom due to Mission Possible training?

If so, email it to Amy Holcombe at holcoma@gcsnc.com or call us at 336-335-3294. We will visit your classroom to take pictures and help you in writing up your success story.



Recruiting and retaining the best!

Frequently Asked Questions

I am an EC teacher. Am I eligible for a recruitment incentive?

Yes. Guilford County Schools will pay you a recruitment incentive by placing you at 2 steps higher on the salary schedule. However, you are not eligible for any additional incentives.

How will 3rd grade growth scores be calculated this year without a reading pre-test?

Third grade growth scores will be based upon math scores only for 2007-2008.

Can performance incentives be paid in a separate check?

Yes. Performance incentives will be paid at the tax rate that yields each employee the greatest net. Performance incentives will be paid out in separate checks.

If I am a year 1 Mission Possible teacher, can I take year 2 courses?

No. Our professional development sessions are scheduled based upon the number of teachers required to take courses each year. In order to not overload these courses and create waitlists of people who are required to attend, we respectfully request that you not take courses early.

Class sizes for Algebra I and English I are supposed to be 20:1. What happens if I have more than 20 students in my class?

Teachers are allocated to schools based upon this ratio. As this number is an average class size ratio, your class my actually be above or below this number.

Course Offerings

Cooperative Learning Sessions (2-days)

10/2/07, 8:30-3:30, Organizational Development
10/16/07, 8:30-3:30, Organizational Development
11/3/07, 8:30-3:30, Organizational Development
11/6/07, 8:30-3:30, Organizational Development
12/4/07, 8:30-3:30, Organizational Development
2/5/08, 8:30-3:30, Organizational Development
4/15/08, 8:30-3:30, Organizational Development

Undoing Racism Sessions (2-days)

10/23/07, 8:00-3:00, Eugene PTA Room
11/16/07, 8:00-3:00, Eugene PTA Room
1/11/08, 8:00-3:00, Eugene PTA Room
2/8/08, 8:00-3:00, Eugene PTA Room
3/19/08, 8:00-3:00, Eugene PTA Room
4/18/08, 8:00-3:00, Eugene PTA Room

Differentiated Instruction (2-days)

10/3/07, 8:30-3:30, Organizational Development
10/13/07, 8:30-3:30, Organizational Development
11/1/07, 8:30-3:30, Organizational Development
12/5/07, 8:30-3:30, Organizational Development
12/6/07, 8:30-3:30, Organizational Development
2/6/08, 8:30-3:30, Organizational Development
4/16/08, 8:30-3:30, Organizational Development
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Cumulative Effect Seminar Series for October

10/10/07, Cooperative Learning, 4:30-6:30, Bennett
10/17/07, Cooperative Learning, 4:30-6:30, DHS

Register at:
http://www.solutionwhere.com/guilford/cw/CourseByAlpha.asp

Professional Development

Year 1 Participants:
Cooperative Learning
Undoing Racism

Year 2 Participants:
Differentiated Instruction
TESA

Cumulative Effect Participants:
Undoing Racism
Summer Math Institute
CE Seminar Series

All workshops must be completed by June 30, 2008.

Contact Information

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