

Special Interest Articles

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We're on the Web!

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



Mission Possible by the Numbers



Mission Possible is celebrating its 2nd birthday and...there is a lot to celebrate! Already, we have seen a 13% decrease in the attrition rate at Mission Possible Schools. This number is a result of a 23% decrease in the rate of faculty transferring out to non-Mission Possible Schools. A significant decrease of 57% in the rate of faculty leaving GCS for other counties or school systems has also contributed to the increase in Mission Possible faculty stability.

The Mission Possible program has not only led to a decrease in attrition rates, it has been successful in attracting quality faculty. This year, 15% more faculty transferred in to Mission Possible schools from non-Mission Possible schools within our own county. The addition of 8 schools has increased the total number of faculty to 639 and counting. Of the total faculty currently participating in the Mission Possible program, 99% have completed their Professional Development requirements.

Of all Mission Possible math teachers eligible to receive a performance bonus in 2007, 75% qualified with scores that were significantly above the district mean growth score. Language Arts and English teachers did even better. A total of 79% of all eligible language arts and English teachers qualified to receive a performance incentive based upon their Value Added Data. Mission Possible schools are making great progress!

Start the Year off Right

The first days of school are always a mix of nervous anticipation and excitement. They are also the best opportunity we have all year to start off on the right foot.

Below are some simple tips for creating a successful year:

1. Have clear classroom procedures that you teach and reinforce throughout the year.
2. Make your classroom a community where each student has a role and purpose and feels needed.

3. Use common sense to make good decisions. Don't worry about what is "right," do what is *best* for each student.
4. Plan your lessons and units in advance so that you can be flexible when unexpected events arise. Share your plans in advance with your students.
5. Utilize a variety of instructional strategies that engage students in thinking and learning. The students should be working while you facilitate!

6. Provide students with examples of successful projects and assignments ahead of time so that they know what bar you want them to reach.
 7. Reinforce when students achieve and exceed your expectations.
 8. Communicate often with parents/guardians. Send out a monthly homework and assignment calendar, call to share celebrations, etc.
- Most of all, let your students know that they will succeed with you as their teacher!

Mission Possible Orientation

A Mission Possible representative will be at your media center on the following date and time to provide you with a program orientation and 2008-2009 incentive contract:

Sept 9	4:00	Oak Hill Elementary
Sept 15	4:30	NC A&T Middle College*, Bennett MC
Sept 16	4:30	Smith, Academy at Smith*, Andrews
Sept 17	4:30	HP Central, Academy at Central*, Dudley
Sept 18	4:30	Southern, Eastern
Sept 22	4:30	Allen Middle, Aycock Middle
Sept 23	4:00	Hampton Elementary
Sept 24	4:30	Ferndale, Jackson
Sept 25	4:30	Penn-Griffin, Hairston Middle
Sept 29	4:30	Welborn Middle
Sept 29	4:00	Bessemer Elementary
Sept 30	4:00	Cone Elementary
Oct 1	4:00	Falkener, Foust
Oct 2	4:00	Gillespie Park, Fairview
Oct 6	4:00	Kirkman Park
Oct 7	4:00	Parkview Village, Washington
Oct 8	4:00	Wiley, Union Hill

*Meeting is grouped with another school

National Recognition

The Mission Possible Office and Mission Possible faculty from numerous schools will be sharing our successes across the nation this year. Below are a few of the places where Mission Possible will be a featured program:

Association for Supervision and Curriculum Development
Mission Possible: Recruiting and Retaining Teachers in Highly Impacted Schools

National Staff Development Council
Recruiting and Retaining Faculty in Impacted Schools

The Education Trust
The Cumulative Effect: Raising Teacher Quality in High School Math Classrooms

American Association for School Personnel Administrators
Beating the Odds: Recruiting and Retaining Math Teachers Amidst a Teacher Shortage



Frequently Asked Questions

Will reading scores be calculated as a part of our Value Added Data for 2007-2008?

Yes. The state will approve and release reading scores late in the fall of 2008. Shortly thereafter, we will share that data with SAS, Inc. Value Added Data reports will then be generated using both reading and math scores. Keep in mind that even if you ONLY teach math, a student's reading scores are used as data points in the regression equation used to predict overall performance in both subjects. Therefore, Value Added Data reports for math teachers are also dependent upon the timeline for the receipt of reading scores.

When will I receive my Value Added Data report and performance incentive?

Below is an estimated timeline for the generation of VAD reports and performance incentive payouts. Dates are subject to changes based upon the state's test data release.

November	North Carolina releases approved reading test scores
	GCS provides SAS, Inc. with test data
December	SAS, Inc. provides GCS with rosters of qualifying student scores
	GCS conducts a student-teacher roster verification process which allows each teacher to verify the students used to calculate VAD
January	GCS provides SAS, Inc. with corrected rosters
February	SAS, Inc. provides GCS with Value Added Data Reports
March	GCS audits VAD Reports and determines performance incentive awards
	GCS pays performance incentive awards to qualifying faculty

Know a great teacher who is interested in working in a Mission Possible School? Use our employee referral system to recommend them for a faculty position! Contact Amy Holcombe at 335-3294 for more information.

Course Offerings: 2008-2009

Year 1 Participant Courses:

[Cooperative Learning Sessions](#)

Dates to be determined by Professional Development

[Anti-Racism/Undoing Racism Sessions](#)

10/11/08, 8:00-3:00, Eugene PTA Room

3/7/09, 8:00-3:00, Eugene PTA Room

Year 2 Participant Courses:

[Differentiated Instruction](#)

Dates to be determined by Professional Development

[TESA](#) *

8/20/08, 8:30-11:30, Aycock Middle

8/20/08, 8:30-11:30, Union Hill Elementary

8/21/08, 9:00-12:00, Allen Middle

8/21/08, 12:30-3:30, Bessemer Elementary

8/21/08, 12:45-3:45, Cone Elementary

8/21/08, 1:00-4:00, Penn-Griffin School for the Arts

8/21/08, 1:30-4:30, Falkener Elementary

*Courses continue on early release days

Cumulative Effect Seminar Series for Fall 2008

9/11/08, 4:45-6:45, Smith High School

10/2/08, 4:45-6:45, Southern High School

10/30/08, 4:45-6:45, High Point Central

11/20/08, 4:45-6:45, Andrews High School

12/11/08, 4:45-6:45, Eastern High School

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

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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