



**Local Education Agency (LEA)
Highly Qualified Teachers Plan
School Year 2014-2015 FY15**

Revised June 2014

SECTION 1. District information

School District	LEA	Date
Phenix City Schools	Phenix City	09/29/2014
Contact person completing form (print or type)	Phone #	Email address
Lisa B. Coleman	334-298-0534	lcoleman@pcboe.net
Superintendent Name (print or type)	<i>Lisa B. Coleman</i>	
Randy Wilkes		

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

LEA Action	Person Responsible	Resources (Fund Source/ \$\$)	Completion	Notes
* Appoint a system-level administrator as the single point-of-contact who will work directly with teachers and with SDE staff on "highly qualified" issues.	Joe Blevins	None	July 1, 2014	Recruit and inform personnel of standards.
* Consider (1) changing teacher assignments within a school, (2) within-school transfers, and (3) between-school transfers to have teachers highly qualified.	Joe Blevins Lisa B. Coleman Dr. Bonnie Burns	General Funds Federal Programs Special Education	September 17, 2014	Review of all positions to determine any needs for transfer.
* Conduct a meeting with each teacher who is not yet highly qualified. Develop an individual action plan with each teacher.	Joe Blevins Lakeisha Richardson	None	September 30, 2014	Letters distributed
* Schedule and conduct periodic checks for completion of agreed-upon actions.	Joe Blevins Lakeisha Richardson	None	In Progress	Review rosters after each test administration of PRAXIS and APTTP.

SECTION 3. List the teachers of core academic classes who are NOT highly qualified for the classes being taught. Attach an Individual Teacher Plan for Becoming HQT for each teacher who is NOT HQT for classes being taught.

(Copy page as needed.)

Teacher Name	School	Subject(s)	Grade(s)	Intended Date to become HQT
Andrea Bassett	Phenix City Intermediate School	Math	7	Reciprocity with North Carolina. Must pass Praxis in area by 12/1/14
Tommy Claridy	Phenix City Intermediate School	Social Studies	7	Alternative Baccalaureate Certification 6/1/2017
Victor Cross	South Girard School	Gifted/English	8	Special Alternative Certification 6/1/17
Rachael Dubois	Central Freshman Academy	English	9	Special Alternative Certification 6/1/16
Latanya Jackson	Central High School	Math	10-12	Reciprocity with Georgia. Must pass Praxis in area by 12/1/14
Michael Kauffman	Phenix City Intermediate School	Social Studies	7	Alternative Baccalaureate /Certify by Testing 6/1/2017
Sharen King-Pittman	Phenix City Intermediate School	English	6	Reciprocity with Georgia. Must pass Praxis in area by 12/1/14
Amy Overton	South Girard School	English	8	Reciprocity with Georgia. Must pass Praxis in area by 12/1/14
Allen Rose	Phenix City Intermediate School	English	7	Special Alternative Certification 6/1/17
Amanda Tydings	Phenix City Intermediate School	Math	7	Reciprocity with Georgia. Must pass Praxis in area by 12/1/14
Angela Wade	Phenix City Intermediate School	English	7	Alternative Baccalaureate Certification 6/1/2016
Sarah Weber	Central High School	Math	10-12	Reciprocity with Georgia. Must pass Praxis in area by 12/1/14
Emily Williams	Central Freshman Academy	Science	9	Reciprocity with Georgia. Must pass Praxis in area by 12/1/14
Erica Wimberly	Central Freshman Academy	Math	9	Reciprocity with Georgia. Must pass Praxis in area by 12/1/14

LEA EQUITY PLAN

Equitable distribution is the strategic placement of teachers in order to insure that poor or minority children are not taught by inexperienced, unqualified, or out-of-field teachers at higher rates than are other children.

Analyze district teacher data to determine if inequities exist in assignment of inexperienced, unqualified, or out of field teachers within the LEA in regard to the distribution of teachers in high/poverty/high minority versus low poverty/low minority schools.

1. Provide a description of any inequities in the assignment of inexperienced, unqualified, or out of field teachers within the LEA in regard to the distribution of teachers in high/poverty/high minority versus low poverty/low minority schools.

The areas in which Phenix City Schools experience non-HQ teachers are directly related to grade level of instruction. All teachers with non-HQ status are assigned between grades 7 and 9, which is at the secondary level. These content specific instructors all serve in schoolwide Title I schools, in which there is only one school available to serve that grade span. Therefore, teachers cannot be reassigned to a non-served school because our district does not offer another option.

2. Describe the immediate and long term strategies the LEA will implement to ensure that poor and minority students and those in schools identified for improvement are not taught by unqualified or out-of-field teachers at higher rates than other students. Include a description of how financial resources and staff will be allocated to those schools. Strategies may include: *Reassignment of teacher to ensure equity, recruitment programs to increase the number of experienced highly qualified teachers, improvement of school climate, financial incentives provided to increase number of highly qualified teachers, other incentives provided to increase number of highly qualified teachers, other (provide detail).*

Phenix City Schools will more aggressively recruit HQ teachers; increase participation at Education Fairs and other career fair opportunities; continue partnerships with local colleges of education to support internships, which will allow early opportunities to interact with potential teacher candidates; continue to provide teacher mentors, which supports teacher development and reduces teacher turn-over, thereby improving school climate.

3. Evaluation: Provide a description of how the LEA will evaluate the effectiveness of these strategies.

- Encourage principals to keep in mind the need to retain highly qualified teachers by offering local incentives for retention.
- Survey teachers when they ask for a transfer or leave the district to see if there was something we could have done to retain their services.
- Share the finding for these surveys with all concerned with personnel retention.
- Compare the performance of teachers based on the selection proves. For example, those who interned in the district as compared to those who we recruited from the different colleges and universities.
- Observe the annual performance of students by class and school over time and compare this to the teacher preparation programs.
- Evaluate the mentoring program annually and solicit comments from participants to find out if the program is beneficial.

Individual Teacher Plan for Achieving Highly Qualified Status

Teacher Name: Bassett, Andrea

Teacher's Assignment Math / 7th Grade

Certification: Middle Grades (6-8) Math Education

Valid Period: 5/27/2010 – 6/30/2016

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Andrea Bassett is properly certified for the teaching assignment indicated above. As of the date of this agreement, Andrea Bassett has not demonstrated core academic subject knowledge and teaching skills through an approved state option. During the 2014-15 school year, Andrea Bassett will use the following option to achieve highly qualified teacher status:

(Place a check mark in front of the option that will be implemented)

Early Childhood Education Praxis II test

Elementary Praxis II test

Subject-specific, state-approved Praxis II test for middle or secondary grades

Middle/secondary checklist:

- Undergraduate academic major in the subject taught
- Graduate degree in the subject taught
- Coursework equivalent to an undergraduate academic major (32/19)
- Class A or Class AA certificate endorsed in the subject taught
- Class A or Class AA, closely related subject, plus teaching experience
- English Language Arts, academic major or equivalent (broad or related area)
- General Science, academic major or equivalent (broad or related area)
- General Social Science, academic major or equivalent (broad or related area)

Andrea Bassett will complete the following actions to accomplish the option indicated:

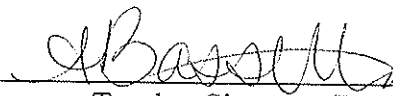
- *Complete Background Check by October 1, 2014*
- *Complete and submit the Reciprocity packet to the ALSDE by October 1, 2014*
- *Submit transcripts and current teaching certificate to the ALSDE by October 1, 2014*
- *Pass appropriate Praxis test(s) by December 1, 2014*

Phenix City Schools, through the leadership of Joe Blevins, will complete the following actions to facilitate accomplishment of the option indicated:

- *Verify Background Check completed by October 1, 2014*
- *Verify submission of Reciprocity packet by October 1, 2014*
- *Verify submission transcripts and current teaching certificate by October 1, 2014*
- *Verify appropriate Praxis test(s) passed by December 1, 2014*

Phenix City Schools understands that the State Department of Education will provide oversight and monitoring for implementation of LEA and teacher plans for ensuring that all core academic subject teachers are highly qualified.

Andrea Bassett understands that he/she may face termination within the Phenix City Schools for statutory grounds listed in Alabama Code, 1975, Section 16-24-8, if actions described herein are not successfully completed before the end of the 2014-2015 school year.

 9/25/14
Teacher Signature/Date

 9/26/14
LEA Representative Signature/Date

Individual Teacher Plan for Achieving Highly Qualified Status

Teacher Name: Claridy, Thomas

Teacher's Assignment Social Studies / 7th Grade

Certification: Emergency Certification

Valid Period: 9/1/2014 – 6/30/2015

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Thomas Claridy is properly certified for the teaching assignment indicated above. As of the date of this agreement, Thomas Claridy has not demonstrated core academic subject knowledge and teaching skills through an approved state option. During the 2014-15 school year, Thomas Claridy will use the following option to achieve highly qualified teacher status:

(Place a check mark in front of the option that will be implemented)

Early Childhood Education Praxis II test

Elementary Praxis II test

Subject-specific, state-approved Praxis II test for middle or secondary grades

Middle/secondary checklist:

Undergraduate academic major in the subject taught

Graduate degree in the subject taught

Coursework equivalent to an undergraduate academic major (32/19)

Class A or Class AA certificate endorsed in the subject taught

Class A or Class AA, closely related subject, plus teaching experience

English Language Arts, academic major or equivalent (broad or related area)

General Science, academic major or equivalent (broad or related area)

General Social Science, academic major or equivalent (broad or related area)

Thomas Claridy will complete the following actions to accomplish the option indicated:

- Complete Background Check by October 1, 2014
- Complete and submit Emergency Certification packet to the ALSDE by October 1, 2014
- Submit transcripts and Alternative Baccalaureate Yr. 1 packet to the ALSDE by October 1, 2014
- Pass appropriate Praxis test(s) by April 1, 2015

Phenix City Schools, through the leadership of Joe Blevins, will complete the following actions to facilitate accomplishment of the option indicated:

- Verify Background Check completed by October 1, 2014
- Verify submission of Emergency Certification packet by October 1, 2014
- Verify submission transcripts and Alternative Baccalaureate Yr. 1 packet by October 1, 2014
- Verify appropriate Praxis test(s) passed by April 1, 2015

Phenix City Schools understands that the State Department of Education will provide oversight and monitoring for implementation of LEA and teacher plans for ensuring that all core academic subject teachers are highly qualified.

Thomas Claridy understands that he/she may face termination within the Phenix City Schools for statutory grounds listed in Alabama Code, 1975, Section 16-24-8, if actions described herein are not successfully completed before the end of the 2014-2015 school year.

Tommy Claridy 9/25/14
Teacher Signature/Date

J. Blevins 9/26/14
LEA Representative Signature/Date

Individual Teacher Plan for Achieving Highly Qualified Status

Teacher Name: Cross, Victor

Teacher's Assignment Gifted English / Grades 4-8

Certification: Special Alternative Certificate Yr. 1 Valid Period: 9/1/2014 – 6/30/2015

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Victor Cross is properly certified for the teaching assignment indicated above. As of the date of this agreement, Victor Cross has not demonstrated core academic subject knowledge and teaching skills through an approved state option. During the 2014-15 school year, Victor Cross will use the following option to achieve highly qualified teacher status:

(Place a check mark in front of the option that will be implemented)

Early Childhood Education Praxis II test

Elementary Praxis II test

Subject-specific, state-approved Praxis II test for middle or secondary grades

Middle/secondary checklist:

Undergraduate academic major in the subject taught

Graduate degree in the subject taught

Coursework equivalent to an undergraduate academic major (32/19)

Class A or Class AA certificate endorsed in the subject taught

Class A or Class AA, closely related subject, plus teaching experience

English Language Arts, academic major or equivalent (broad or related area)

General Science, academic major or equivalent (broad or related area)

General Social Science, academic major or equivalent (broad or related area)

Victor Cross will complete the following actions to accomplish the option indicated:


- *Submit transcripts of required coursework to the ALSDE by October 1, 2014*
- *Submit Special Alternative Certification Yr. 1 packet to the ALSDE by October 1, 2014*
- *Submit Supplemental EXP form to the ALSDE by October 1, 2014*

Phenix City Schools, through the leadership of Joe Blevins, will complete the following actions to facilitate accomplishment of the option indicated:

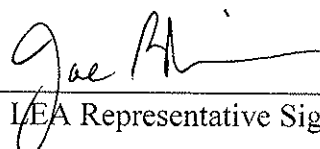
- *Verify submission of transcripts of required coursework to the ALSDE by October 1, 2014*
- *Verify submission of Special Alternative Certification Yr. 1 packet to the ALSDE by October 1, 2014*
- *Verify submission of Supplement SA1 form to the ALSDE by October 1, 2014*

Phenix City Schools understands that the State Department of Education will provide oversight and monitoring for implementation of LEA and teacher plans for ensuring that all core academic subject teachers are highly qualified.

Victor Cross understands that he/she may face termination within the Phenix City Schools for statutory grounds listed in Alabama Code, 1975, Section 16-24-8, if actions described herein are not successfully completed before the end of the 2014-2015 school year.



Teacher Signature/Date 9/25/14



LEA Representative Signature/Date 9/25/14

Individual Teacher Plan for Achieving Highly Qualified Status

Teacher Name: Dubois, Rachael

Teacher's Assignment English / 9th Grade

Certification: Special Alternative Certificate Yr. 2 Valid Period: 9/1/2014 – 6/30/2015

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Rachael Dubois is properly certified for the teaching assignment indicated above. As of the date of this agreement, Rachael Dubois has not demonstrated core academic subject knowledge and teaching skills through an approved state option. During the 2014-15 school year, Rachael Dubois will use the following option to achieve highly qualified teacher status:

(Place a check mark in front of the option that will be implemented)

Early Childhood Education Praxis II test

Elementary Praxis II test

Subject-specific, state-approved Praxis II test for middle or secondary grades

Middle/secondary checklist:

Undergraduate academic major in the subject taught

Graduate degree in the subject taught

Coursework equivalent to an undergraduate academic major (32/19)

Class A or Class AA certificate endorsed in the subject taught

Class A or Class AA, closely related subject, plus teaching experience

English Language Arts, academic major or equivalent (broad or related area)

General Science, academic major or equivalent (broad or related area)

General Social Science, academic major or equivalent (broad or related area)

Rachael Dubois will complete the following actions to accomplish the option indicated:

- *Submit transcripts of required coursework to the ALSDE by October 1, 2014*
- *Submit Special Alternative Certification Yr. 2 packet to the ALSDE by October 1, 2014*
- *Submit Supplemental EXP form to the ALSDE by October 1, 2014*

Phenix City Schools, through the leadership of Joe Blevins, will complete the following actions to facilitate accomplishment of the option indicated:

- *Verify submission of transcripts of required coursework to the ALSDE by October 1, 2014*
- *Verify submission of Special Alternative Certification Yr. 2 packet to the ALSDE by October 1, 2014*
- *Verify submission of Supplemental EXP form to the ALSDE by October 1, 2014*

Phenix City Schools understands that the State Department of Education will provide oversight and monitoring for implementation of LEA and teacher plans for ensuring that all core academic subject teachers are highly qualified.

Rachael Dubois understands that he/she may face termination within the Phenix City Schools for statutory grounds listed in Alabama Code, 1975, Section 16-24-8, if actions described herein are not successfully completed before the end of the 2014-2015 school year.



Teacher Signature/Date

 9/26/14

LEA Representative Signature/Date

Individual Teacher Plan for Achieving Highly Qualified Status

Teacher Name: Jackson, Latanya

Teacher's Assignment Math / 10th -12th

Certification: Secondary Math Education

Valid Period: 5/10/10 – 6/30/15

.....
Latanya Jackson is properly certified for the teaching assignment indicated above. As of the date of this agreement, Latanya Jackson has not demonstrated core academic subject knowledge and teaching skills through an approved state option. During the 2014-15 school year, Latanya Jackson will use the following option to achieve highly qualified teacher status:

(Place a check mark in front of the option that will be implemented)

Early Childhood Education Praxis II test

Elementary Praxis II test

Subject-specific, state-approved Praxis II test for middle or secondary grades

Middle/secondary checklist:

Undergraduate academic major in the subject taught

Graduate degree in the subject taught

Coursework equivalent to an undergraduate academic major (32/19)

Class A or Class AA certificate endorsed in the subject taught

Class A or Class AA, closely related subject, plus teaching experience

English Language Arts, academic major or equivalent (broad or related area)

General Science, academic major or equivalent (broad or related area)

General Social Science, academic major or equivalent (broad or related area)

Latanya Jackson will complete the following actions to accomplish the option indicated:

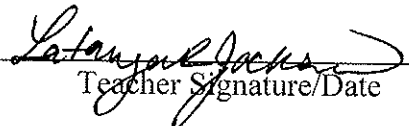
- Complete Background Check by October 1, 2014
- Complete and submit the Reciprocity packet to the ALSDE by October 1, 2014
- Submit transcripts and current teaching certificate to the ALSDE by October 1, 2014
- Pass appropriate Praxis test(s) by December 1, 2014

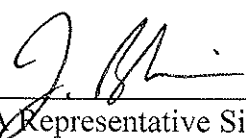
Phenix City Schools, through the leadership of Joe Blevins, will complete the following actions to facilitate accomplishment of the option indicated:

- Verify Background Check completed by October 1, 2014
- Verify submission of Reciprocity packet by October 1, 2014
- Verify submission transcripts and current teaching certificate by October 1, 2014
- Verify appropriate Praxis test(s) passed by December 1, 2014

Phenix City Schools understands that the State Department of Education will provide oversight and monitoring for implementation of LEA and teacher plans for ensuring that all core academic subject teachers are highly qualified.

Latanya Jackson understands that he/she may face termination within the Phenix City Schools for statutory grounds listed in Alabama Code, 1975, Section 16-24-8, if actions described herein are not successfully completed before the end of the 2014-2015 school year.


Teacher Signature/Date

 9/26/14
LEA Representative Signature/Date

Individual Teacher Plan for Achieving Highly Qualified Status

Teacher Name: Kauffman, Michael

Teacher's Assignment Social Studies / 7th Grade

Certification: Alternative Baccalaureate Yr. 1 Valid Period: 9/1/2014 – 6/30/2015

.....
Michael Kaufman is properly certified for the teaching assignment indicated above. As of the date of this agreement, Michael Kaufman has not demonstrated core academic subject knowledge and teaching skills through an approved state option. During the 2014-15 school year, Michael Kaufman will use the following option to achieve highly qualified teacher status:

(Place a check mark in front of the option that will be implemented)

Early Childhood Education Praxis II test

Elementary Praxis II test

Subject-specific, state-approved Praxis II test for middle or secondary grades

Middle/secondary checklist:

Undergraduate academic major in the subject taught

Graduate degree in the subject taught

Coursework equivalent to an undergraduate academic major (32/19)

Class A or Class AA certificate endorsed in the subject taught

Class A or Class AA, closely related subject, plus teaching experience

English Language Arts, academic major or equivalent (broad or related area)

General Science, academic major or equivalent (broad or related area)

General Social Science, academic major or equivalent (broad or related area)

Michael Kaufman will complete the following actions to accomplish the option indicated:


- *Complete Background Check by October 1, 2014*
- *Submit transcripts and Alternative Baccalaureate Yr. 1 packet to the ALSDE by October 1, 2014*
- *Pass appropriate Praxis test(s) by April 1, 2015*

Phenix City Schools, through the leadership of Joe Blevins, will complete the following actions to facilitate accomplishment of the option indicated:

- *Verify Background Check completed by October 1, 2014*
- *Verify submission transcripts and Alternative Baccalaureate Yr. 1 packet by October 1, 2014*
- *Verify appropriate Praxis test(s) passed by April 1, 2015*

Phenix City Schools understands that the State Department of Education will provide oversight and monitoring for implementation of LEA and teacher plans for ensuring that all core academic subject teachers are highly qualified.

Michael Kaufman understands that he/she may face termination within the Phenix City Schools for statutory grounds listed in Alabama Code, 1975, Section 16-24-8, if actions described herein are not successfully completed before the end of the 2014-2015 school year.



Teacher Signature/Date



LEA Representative Signature/Date

Individual Teacher Plan for Achieving Highly Qualified Status

Teacher Name: King-Pittman, Sharen

Teacher's Assignment Language Arts / 6th Grade

Certification: Middle Grades (6-8) Language Arts Education

Valid Period: 12/14/2012 – 6/30/2017

.....
Sharen Pittman is properly certified for the teaching assignment indicated above. As of the date of this agreement, Sharen Pittman has not demonstrated core academic subject knowledge and teaching skills through an approved state option. During the 2014-15 school year, Sharen Pittman will use the following option to achieve highly qualified teacher status:

(Place a check mark in front of the option that will be implemented)

Early Childhood Education Praxis II test

Elementary Praxis II test

Subject-specific, state-approved Praxis II test for middle or secondary grades

Middle/secondary checklist:

- Undergraduate academic major in the subject taught
- Graduate degree in the subject taught
- Coursework equivalent to an undergraduate academic major (32/19)
- Class A or Class AA certificate endorsed in the subject taught
- Class A or Class AA, closely related subject, plus teaching experience
- English Language Arts, academic major or equivalent (broad or related area)
- General Science, academic major or equivalent (broad or related area)
- General Social Science, academic major or equivalent (broad or related area)

Sharen Pittman will complete the following actions to accomplish the option indicated:

- *Complete Background Check by October 1, 2014*
- *Complete and submit the Reciprocity packet to the ALSDE by October 1, 2014*
- *Submit transcripts and current teaching certificate to the ALSDE by October 1, 2014*
- *Pass appropriate Praxis test(s) by December 1, 2014*

Phenix City Schools, through the leadership of Joe Blevins, will complete the following actions to facilitate accomplishment of the option indicated:

- *Verify Background Check completed by October 1, 2014*
- *Verify submission of Reciprocity packet by October 1, 2014*
- *Verify submission transcripts and current teaching certificate by October 1, 2014*
- *Verify appropriate Praxis test(s) passed by December 1, 2014*

Phenix City Schools understands that the State Department of Education will provide oversight and monitoring for implementation of LEA and teacher plans for ensuring that all core academic subject teachers are highly qualified.

Sharen Pittman understands that he/she may face termination within the Phenix City Schools for statutory grounds listed in Alabama Code, 1975, Section 16-24-8, if actions described herein are not successfully completed before the end of the 2014-2015 school year.


Teacher Signature/Date


LEA Representative Signature/Date

Individual Teacher Plan for Achieving Highly Qualified Status

Teacher Name: Overton, Amy

Teacher's Assignment English / 9th Grade

Certification: Secondary English Education

Valid Period: 5/16/2014 -6/30/2019

.....
Amy Overton is properly certified for the teaching assignment indicated above. As of the date of this agreement, Amy Overton has not demonstrated core academic subject knowledge and teaching skills through an approved state option. During the 2014-15 school year, Amy Overton will use the following option to achieve highly qualified teacher status:

(Place a check mark in front of the option that will be implemented)

Early Childhood Education Praxis II test

Elementary Praxis II test

Subject-specific, state-approved Praxis II test for middle or secondary grades

Middle/secondary checklist:

Undergraduate academic major in the subject taught

Graduate degree in the subject taught

Coursework equivalent to an undergraduate academic major (32/19)

Class A or Class AA certificate endorsed in the subject taught

Class A or Class AA, closely related subject, plus teaching experience

English Language Arts, academic major or equivalent (broad or related area)

General Science, academic major or equivalent (broad or related area)

General Social Science, academic major or equivalent (broad or related area)

Amy Overton will complete the following actions to accomplish the option indicated:

- Complete Background Check by October 1, 2014
- Complete and submit the Reciprocity packet to the ALSDE by October 1, 2014
- Submit transcripts and current teaching certificate to the ALSDE by October 1, 2014
- Pass appropriate Praxis test(s) by December 1, 2014

Phenix City Schools, through the leadership of Joe Blevins, will complete the following actions to facilitate accomplishment of the option indicated:

- Verify Background Check completed by October 1, 2014
- Verify submission of Reciprocity packet by October 1, 2014
- Verify submission transcripts and current teaching certificate by October 1, 2014
- Verify appropriate Praxis test(s) passed by December 1, 2014

Phenix City Schools understands that the State Department of Education will provide oversight and monitoring for implementation of LEA and teacher plans for ensuring that all core academic subject teachers are highly qualified.

Amy Overton understands that he/she may face termination within the Phenix City Schools for statutory grounds listed in Alabama Code, 1975, Section 16-24-8, if actions described herein are not successfully completed before the end of the 2014-2015 school year.

Amy Overton 9/29/14
Teacher Signature/Date

Joe Blevins 9/29/14
LEA Representative Signature/Date

Individual Teacher Plan for Achieving Highly Qualified Status

Teacher Name: Rose, Allen

Teacher's Assignment Social Studies / 7th Grade

Certification: Special Alternative Certificate Yr. 1 Valid Period: 9/1/2014 – 6/30/2015

.....
Allen Rose is properly certified for the teaching assignment indicated above. As of the date of this agreement, Allen Rose has not demonstrated core academic subject knowledge and teaching skills through an approved state option. During the 2014-15 school year, Allen Rose will use the following option to achieve highly qualified teacher status:

(Place a check mark in front of the option that will be implemented)

Early Childhood Education Praxis II test

Elementary Praxis II test

Subject-specific, state-approved Praxis II test for middle or secondary grades

Middle/secondary checklist:

- Undergraduate academic major in the subject taught
- Graduate degree in the subject taught
- Coursework equivalent to an undergraduate academic major (32/19)
- Class A or Class AA certificate endorsed in the subject taught
- Class A or Class AA, closely related subject, plus teaching experience
- English Language Arts, academic major or equivalent (broad or related area)
- General Science, academic major or equivalent (broad or related area)
- General Social Science, academic major or equivalent (broad or related area)

Allen Rose will complete the following actions to accomplish the option indicated:

- *Submit transcripts of required coursework to the ALSDE by October 1, 2014*
- *Submit Special Alternative Certification Yr. 1 packet to the ALSDE by October 1, 2014*
- *Submit Supplement SA1 form to the ALSDE by October 1, 2014*

Phenix City Schools, through the leadership of Joe Blevins, will complete the following actions to facilitate accomplishment of the option indicated:

- *Verify submission of transcripts of required coursework to the ALSDE by October 1, 2014*
- *Verify submission of Special Alternative Certification Yr. 1 packet to the ALSDE by October 1, 2014*
- *Verify submission of Supplement SA1 form to the ALSDE by October 1, 2014*

Phenix City Schools understands that the State Department of Education will provide oversight and monitoring for implementation of LEA and teacher plans for ensuring that all core academic subject teachers are highly qualified.

Allen Rose understands that he/she may face termination within the Phenix City Schools for statutory grounds listed in Alabama Code, 1975, Section 16-24-8, if actions described herein are not successfully completed before the end of the 2014-2015 school year.

Allen Rose 9-26-14

Teacher Signature/Date

Joe Blevins 9/26/14

LEA Representative Signature/Date

Individual Teacher Plan for Achieving Highly Qualified Status

Teacher Name: Amanda Tydings

Teacher's Assignment Math / 7th Grade

Certification: Middle Grades (6-8) Math Education

Valid Period: 7/1/2013 – 6/30/2018

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Amanda Tydings is properly certified for the teaching assignment indicated above. As of the date of this agreement, Amanda Tydings has not demonstrated core academic subject knowledge and teaching skills through an approved state option. During the 2014-15 school year, Amanda Tydings will use the following option to achieve highly qualified teacher status:

(Place a check mark in front of the option that will be implemented)

Early Childhood Education Praxis II test

Elementary Praxis II test

Subject-specific, state-approved Praxis II test for middle or secondary grades

Middle/secondary checklist:

Undergraduate academic major in the subject taught

Graduate degree in the subject taught

Coursework equivalent to an undergraduate academic major (32/19)

Class A or Class AA certificate endorsed in the subject taught

Class A or Class AA, closely related subject, plus teaching experience

English Language Arts, academic major or equivalent (broad or related area)

General Science, academic major or equivalent (broad or related area)

General Social Science, academic major or equivalent (broad or related area)

Amanda Tydings will complete the following actions to accomplish the option indicated:

- Complete Background Check by October 1, 2014
- Complete and submit the Reciprocity packet to the ALSDE by October 1, 2014
- Submit transcripts and current teaching certificate to the ALSDE by October 1, 2014
- Pass appropriate Praxis test(s) by December 1, 2014

Phenix City Schools, through the leadership of Joe Blevins, will complete the following actions to facilitate accomplishment of the option indicated:

- Verify Background Check completed by October 1, 2014
- Verify submission of Reciprocity packet by October 1, 2014
- Verify submission transcripts and current teaching certificate by October 1, 2014
- Verify appropriate Praxis test(s) passed by December 1, 2014

Phenix City Schools understands that the State Department of Education will provide oversight and monitoring for implementation of LEA and teacher plans for ensuring that all core academic subject teachers are highly qualified.

Amanda Tydings understands that he/she may face termination within the Phenix City Schools for statutory grounds listed in Alabama Code, 1975, Section 16-24-8, if actions described herein are not successfully completed before the end of the 2014-2015 school year.

Amanda Tydings
Teacher Signature/Date

J. Blevins 9/26/14
LEA Representative Signature/Date

09-25-14

Individual Teacher Plan for Achieving Highly Qualified Status

Teacher Name: Wade, Angela

Teacher's Assignment English / 7th Grade

Certification: Alternative Baccalaureate Yr. 2 Valid Period: 9/1/2014 – 6/30/2015

.....
Angela Wade is properly certified for the teaching assignment indicated above. As of the date of this agreement, Angela Wade has not demonstrated core academic subject knowledge and teaching skills through an approved state option. During the 2014-15 school year, Angela Wade will use the following option to achieve highly qualified teacher status:

(Place a check mark in front of the option that will be implemented)

Early Childhood Education Praxis II test

Elementary Praxis II test

Subject-specific, state-approved Praxis II test for middle or secondary grades

Middle/secondary checklist:

Undergraduate academic major in the subject taught

Graduate degree in the subject taught

Coursework equivalent to an undergraduate academic major (32/19)

Class A or Class AA certificate endorsed in the subject taught

Class A or Class AA, closely related subject, plus teaching experience

English Language Arts, academic major or equivalent (broad or related area)

General Science, academic major or equivalent (broad or related area)

General Social Science, academic major or equivalent (broad or related area)

Angela Wade will complete the following actions to accomplish the option indicated:

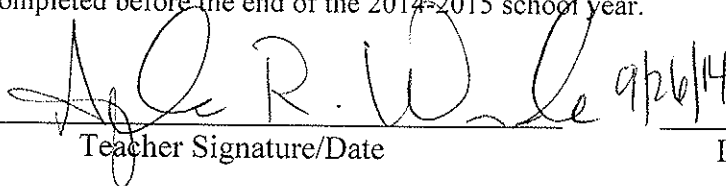
- *Submit transcripts of required coursework to the ALSDE by October 1, 2014*
- *Submit Alternative Baccalaureate Yr. 2 packet to the ALSDE by October 1, 2014*
- *Submit Supplemental EXP form to the ALSDE by October 1, 2014*

Phenix City Schools, through the leadership of Joe Blevins, will complete the following actions to facilitate accomplishment of the option indicated:

- *Verify submission of transcripts of required coursework to the ALSDE by October 1, 2014*
- *Verify submission of Alternative Baccalaureate Yr. 2 packet to the ALSDE by October 1, 2014*
- *Verify submission of Supplemental EXP form to the ALSDE by October 1, 2014*

Phenix City Schools understands that the State Department of Education will provide oversight and monitoring for implementation of LEA and teacher plans for ensuring that all core academic subject teachers are highly qualified.

Angela Wade understands that he/she may face termination within the Phenix City Schools for statutory grounds listed in Alabama Code, 1975, Section 16-24-8, if actions described herein are not successfully completed before the end of the 2014-2015 school year.


Teacher Signature/Date

LEA Representative Signature/Date

Individual Teacher Plan for Achieving Highly Qualified Status

Teacher Name: Weber, Sarah

Teacher's Assignment Math / 10th -12th

Certification: Secondary Math Education

Valid Period: 12/14/2012 – 6/30/2017

.....

Sarah Weber is properly certified for the teaching assignment indicated above. As of the date of this agreement, Sarah Weber has not demonstrated core academic subject knowledge and teaching skills through an approved state option. During the 2014-15 school year, Sarah Weber will use the following option to achieve highly qualified teacher status:

(Place a check mark in front of the option that will be implemented)

Early Childhood Education Praxis II test

Elementary Praxis II test

Subject-specific, state-approved Praxis II test for middle or secondary grades

Middle/secondary checklist:

Undergraduate academic major in the subject taught

Graduate degree in the subject taught

Coursework equivalent to an undergraduate academic major (32/19)

Class A or Class AA certificate endorsed in the subject taught

Class A or Class AA, closely related subject, plus teaching experience

English Language Arts, academic major or equivalent (broad or related area)

General Science, academic major or equivalent (broad or related area)

General Social Science, academic major or equivalent (broad or related area)

Sarah Weber will complete the following actions to accomplish the option indicated:

- Complete Background Check by October 1, 2014
- Complete and submit the Reciprocity packet to the ALSDE by October 1, 2014
- Submit transcripts and current teaching certificate to the ALSDE by October 1, 2014
- Pass appropriate Praxis test(s) by December 1, 2014

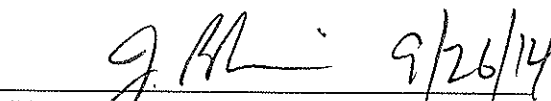
Phenix City Schools, through the leadership of Joe Blevins, will complete the following actions to facilitate accomplishment of the option indicated:

- Verify Background Check completed by October 1, 2014
- Verify submission of Reciprocity packet by October 1, 2014
- Verify submission transcripts and current teaching certificate by October 1, 2014
- Verify appropriate Praxis test(s) passed by December 1, 2014

Phenix City Schools understands that the State Department of Education will provide oversight and monitoring for implementation of LEA and teacher plans for ensuring that all core academic subject teachers are highly qualified.

Sarah Weber understands that he/she may face termination within the Phenix City Schools for statutory grounds listed in Alabama Code, 1975, Section 16-24-8, if actions described herein are not successfully completed before the end of the 2014-2015 school year.


Teacher Signature/Date


LEA Representative Signature/Date

Individual Teacher Plan for Achieving Highly Qualified Status

Teacher Name: Williams, Emily

Teacher's Assignment Science / 9th Grade

Certification: Secondary Science Education Valid Period: 5/2013 -6/2018

.....
Emily Williams is properly certified for the teaching assignment indicated above. As of the date of this agreement, Emily Williams has not demonstrated core academic subject knowledge and teaching skills through an approved state option. During the 2014-15 school year, Emily Williams will use the following option to achieve highly qualified teacher status:

(Place a check mark in front of the option that will be implemented)

Early Childhood Education Praxis II test

Elementary Praxis II test

Subject-specific, state-approved Praxis II test for middle or secondary grades

Middle/secondary checklist:

Undergraduate academic major in the subject taught

Graduate degree in the subject taught

Coursework equivalent to an undergraduate academic major (32/19)

Class A or Class AA certificate endorsed in the subject taught

Class A or Class AA, closely related subject, plus teaching experience

English Language Arts, academic major or equivalent (broad or related area)

General Science, academic major or equivalent (broad or related area)

General Social Science, academic major or equivalent (broad or related area)

Emily Williams will complete the following actions to accomplish the option indicated:

- Complete Background Check by October 1, 2014
- Complete and submit the Reciprocity packet to the ALSDE by October 1, 2014
- Submit transcripts and current teaching certificate to the ALSDE by October 1, 2014
- Pass appropriate Praxis test(s) by December 1, 2014

Phenix City Schools, through the leadership of Joe Blevins, will complete the following actions to facilitate accomplishment of the option indicated:

- Verify Background Check completed by October 1, 2014
- Verify submission of Reciprocity packet by October 1, 2014
- Verify submission transcripts and current teaching certificate by October 1, 2014
- Verify appropriate Praxis test(s) passed by December 1, 2014

Phenix City Schools understands that the State Department of Education will provide oversight and monitoring for implementation of LEA and teacher plans for ensuring that all core academic subject teachers are highly qualified.

Emily Williams understands that he/she may face termination within the Phenix City Schools for statutory grounds listed in Alabama Code, 1975, Section 16-24-8, if actions described herein are not successfully completed before the end of the 2014-2015 school year.

Emily Williams / 9/25/14
Teacher Signature/Date

J. Blevins 9/26/14
LEA Representative Signature/Date

Individual Teacher Plan for Achieving Highly Qualified Status

Teacher Name: Wimberly, Erica

Teacher's Assignment Math / 9th Grade

Certification: Secondary Math Education

Valid Period: 7/1/2012 – 6/30/2017

.....
Erica Wimberly is properly certified for the teaching assignment indicated above. As of the date of this agreement, Erica Wimberly has not demonstrated core academic subject knowledge and teaching skills through an approved state option. During the 2014-15 school year, Erica Wimberly will use the following option to achieve highly qualified teacher status:

(Place a check mark in front of the option that will be implemented)

Early Childhood Education Praxis II test

Elementary Praxis II test

Subject-specific, state-approved Praxis II test for middle or secondary grades

Middle/secondary checklist:

- Undergraduate academic major in the subject taught
- Graduate degree in the subject taught
- Coursework equivalent to an undergraduate academic major (32/19)
- Class A or Class AA certificate endorsed in the subject taught
- Class A or Class AA, closely related subject, plus teaching experience
- English Language Arts, academic major or equivalent (broad or related area)
- General Science, academic major or equivalent (broad or related area)
- General Social Science, academic major or equivalent (broad or related area)

Erica Wimberly will complete the following actions to accomplish the option indicated:

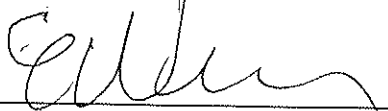
- *Complete Background Check by October 1, 2014*
- *Complete and submit the Reciprocity packet to the ALSDE by October 1, 2014*
- *Submit transcripts and current teaching certificate to the ALSDE by October 1, 2014*
- *Pass appropriate Praxis test(s) by December 1, 2014*

Phenix City Schools, through the leadership of Joe Blevins, will complete the following actions to facilitate accomplishment of the option indicated:

- *Verify Background Check completed by October 1, 2014*
- *Verify submission of Reciprocity packet by October 1, 2014*
- *Verify submission transcripts and current teaching certificate by October 1, 2014*
- *Verify appropriate Praxis test(s) passed by December 1, 2014*

Phenix City Schools understands that the State Department of Education will provide oversight and monitoring for implementation of LEA and teacher plans for ensuring that all core academic subject teachers are highly qualified.

Erica Wimberly understands that he/she may face termination within the Phenix City Schools for statutory grounds listed in Alabama Code, 1975, Section 16-24-8, if actions described herein are not successfully completed before the end of the 2014-2015 school year.



Teacher Signature/Date



LEA Representative Signature/Date