



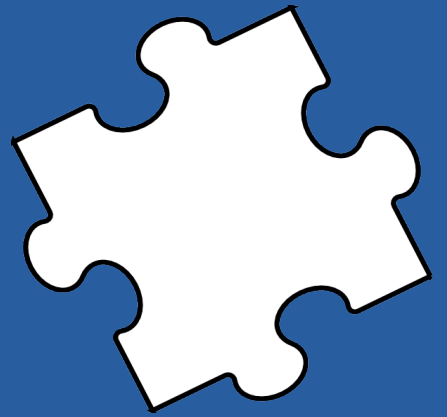
Huerfano RE-1 School District

Michael Moore, Superintendent



Goals

- Improve teacher recruitment strategies
- Improve teacher retention to over 60%



Gaps and Root Causes

- Lack of salary incentives for recruitment and retention purposes
- Lack of local area rental housing
- Lack of job prospects for partners



Accomplishments

- Met with administrative cabinet, board of trustees and faculty to share T4TLA experience and information re: teacher recruitment and retention.
- Received approval to provide: bonuses, increases in insurance benefits and salary steps for educators.
- Revised the Peakview Elementary School Performance Plan to address PD, teacher induction and mentoring.
- Analyzed results of a teacher satisfaction survey. Made plans to administer the same survey to all teachers in the district.



Questions we are Pursuing

- What effect will these efforts have on the quality of recruiting and teacher retention rates over time?



Questions for Colleagues

- What hiring and selection procedures work best in rural low-performing schools?
- What are the key components of induction and mentoring programs in rural settings?

