

Staff Retention Determination Guidance for Reconstitution

Requirement: Submit a summary of the process used to make staff retention determinations.

Summary should include:

- A description of the process used to make staff retention determinations, including, but not limited to, the following elements:
 - The process used to provide clear, timely, and useful feedback, including feedback that identifies needs and guides professional development,
 - How the process is used for continual improvement of instruction, and
 - How often evaluations occur;
- Clear evidence that final determinations are made based on multiple sources of data;
 - For example, observations, student growth scores, and/or self-assessments;
- A sample of the evaluation tool utilized;
- Clear evidence that student achievement data is part of the assessment for both principals and teachers;
 - In addition, principal reviews must include data related the principal's impact on campus stability; and
- Clear explanation of how data sources such as student achievement data will be used to make staff determinations.

Requirement: Address identified areas of need with regard to staff effectiveness and retention.

Summary of the plan to address identified needs should include:

- Professional development plans to meet areas of need and improve staff,
- Data sources that will be collected and reviewed to monitor progress, and
- Other supports such as co-teaching or mentoring that may be implemented to meet staff needs to improve student achievement.

Requirement: Reassignment or removal of staff that do not meet the requirements established in 19 Texas Administrative Code 97.1051 and Texas Education Code 39.107(b) and (b-1).

Summary of the staffing determinations should include:

Always Follow District Policies

- A final determination on status of campus principal,
 - If decision was made to keep the campus principal please explain how the decision is beneficial for student achievement and campus stability, and
- Final aggregate determinations for campus teachers.
 - For example, number of teachers at or above proficient vs number of teachers below proficient according to data source explanation provided in first section.

TEC 39.107 (b) stipulates that a principal who has been on a campus for the two years in which the campus earned the consecutive Improvement Required ratings may not be retained at that campus unless the campus intervention team determines that the principal's retention is more beneficial to student achievement and campus stability than removal. TEC 39.107(b-1) stipulates that a teacher of a subject assessed through STAAR and/or EOCs may be retained only if a pattern exists of significant academic achievement by students taught by the teacher.