

PROCEDURE TITLE: STRATEGIES TO ATTRACT TEACHERS THAT MEET APPLICABLE STATE CERTIFICATION STANDARDS AND LICENSURE REQUIREMENTS TO TITLE 1 AND OTHER HIGH NEED SCHOOLS		
ADOPTION/EFFECTIVE DATE: OCTOBER 1, 2013	MOST RECENTLY AMENDED: APRIL 12, 2019	MOST RECENTLY REAFFIRMED:
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY:		

I. Purpose

The purpose of these procedures is to set forth specific practices designed to attract teachers, that meet applicable state certification and licensure requirements, to Title 1 and other high need schools.

II. Definitions

Title 1 means 20 U.S. Code section 6311-6339.

III. Procedures

- A. Description of current practices the school district implements to attract teachers, that meet applicable state certification and licensure requirements, to Title 1 and other high need schools follows.
1. Marketing and outreach strategy which include various media outlets to inform potential teachers about opportunities available in the district. The Internet is used to post employment opportunities and allow prospective teachers to complete applications.
 2. Simplification of the hiring process. The application process occurs online and is less cumbersome and time consuming than the paper/pencil application.
 3. Formation of Partnerships with local colleges and universities to recruit teachers, that meet applicable state certification and licensure requirements.
 4. There is a Minority Recruiting Plan in place.

5. Support by the HCPS Human Resources Office regarding the Federal Loan Forgiveness Program for teachers working in high-need schools.
6. Referral of candidates who express an interest in Title 1 or “challenging” schools to principals of those schools.
7. Establishment of a Comprehensive Teacher induction program which supports teachers new to HCPS. Activities, included in this program are designed to encourage reflective practice, building instructional repertoire, and maximize student achievement.
8. Active recruitment of teachers, that meet applicable state certification and licensure requirements, through superior mentorship programs, professional development, supportive leadership, learning communities, and teacher collaboration opportunities.
9. Orientation designed for teachers new to Title 1. Participating teachers learn research-based strategies and techniques for communicating and developing relationships with parents, children, and families from poverty; recognize the unique responsibilities and benefits of teaching in a Title 1 school; and network with new colleagues.

B. Review Process

The Human Resources office continuously reviews whether changes need to be made to the current teacher hiring process so as to assure that teachers who are hired meet all applicable state certification and licensure requirements before being assigned to Title 1 and other high need schools.

Approved By:



Sean W. Bulson, Ed.D.
Superintendent of Schools

Procedure Action Dates		
ACTION	DATE	ACTION DATE
Adopted	10/01/2013	
Amended	06/20/2016	
Amended	04/12/2019	

Responsibility for Procedure Maintenance & References	
LAST EDITOR/DRAFTER NAME Bradley Palmer	JOB POSITION OF LAST EDITOR/DRAFTER Supervisor of Title 1
PERSON RESPONSIBLE Thomas Webber	JOB POSITION OF PERSON RESPONSIBLE: Assistant Supervisor – Title 1
DESIGNEE NAME	DESIGNEE POSITION
PROCEDURE NUMBER PRIOR TO NOVEMBER 1, 2005:	

LEGAL REFERENCES¹

References are set forth in the Procedure.

¹ All references are to specific federal or Maryland statutes or regulations. References are provided for convenience and informational purposes only and are not to be considered as exhaustive or as precluding Harford County Public Schools from relying upon any other statutes or regulations in support of a policy.