

Component 4: Strategies to Attract Qualified Teachers

1. What is the school's teacher turnover rate for this school year?

PHES teacher turnover rate for the 2015-2016 school year is 2%.

2. What is the experience level of key teaching and learning personnel?

All of Haskew's teachers are highly qualified.

Total number of teachers-42

Bachelor's Degree only-15

Masters Degree-24

Ed S-3

number of teachers with 0-5 years experience-4

number of teachers with 6-10 years experience-3

number of teachers with 11 or more years experience-33

3. If there is a high turnover rate, what initiatives has the school implemented to attempt to lower the turnover rate?

PHES teacher turnover rate is 2%.

Component 3: Instruction by Qualified Staff

Label	Assurance	Response	Comment	Attachment
	1. Do all of the instructional paraprofessionals meet the state requirements? If no, what is the number that has not met state requirements and what is being done to address this?	Yes		2016-2017 Principal Attestation Certification of 100% Time Worked

Label	Assurance	Response	Comment	Attachment
	2. Do all of the teachers meet the state requirements? If no, what is the number that has not met state requirements and what is being done to address this?	Yes	100% of PHES teachers are highly qualified.	2016-2017 Principal Attestation Certification of 100% Time Worked

3. Describe how staffing decision ensure that qualified, well trained teachers provide instruction and how their assignments most effectively address identified academic needs.

100% of Pearl Haskew's teachers are highly qualified. We strive to attract as well as retain the highest quality employees who are highly qualified and motivated to educate our students. Prospective teachers are interviewed by our administrators along with a team of teachers to ensure the best possible candidate is chosen for any positions available. Pearl Haskew adheres to the established formal teacher mentoring program provided by MCPSS. The program is designed to provide ongoing support for new or struggling teachers. Haskew as no new teachers for this school year.