

Narrative for Proposed Nonresident Tuition Waiver for Liberty CUSD 2

As a small, rural school district, we have had struggles the past few years filling our open teaching positions. When we are forced to fill these open positions with substitute or retired teachers, the students miss out on a quality education and consistency that they would receive from a full-time, licensed teacher. While some of our substitute and retired teachers are wonderful educators, this is not a long-term solution, nor is it the most effective way to provide students a consistent education.

It is our hope that the Nonresident Tuition Waiver for staff will serve as a recruitment incentive, along with maintaining the current quality staff that we have, which ultimately impacts student performance. Research indicates that excellent teachers provide excellent instruction and students make outstanding gains in their academic growth. The success of this initiative will be determined by the number of staff who send their children to Liberty School District campus and remain with us for a number of years. We do not want to keep losing “great teachers” to a school district close by that has more enticing incentives. What would be more enticing than to teach at the same school your children attend? This has been expressed to us by our current staff and potential teacher candidates.

The teacher’s union has approached us about this topic in order to keep and recruit quality staff at Liberty. An approval must be granted from the Illinois State Board of Education through an extensive waiver process. We hope to gain this approval in the fall of 2019. It is our goal as a school district to provide the *best* to our students, which means the *best* instructional practice delivered by the *best* teaching staff. We think this initiative can help provide that for our students as they “Soar to Excellence. Every student, Every day!”