

## **New program pilots innovative teacher recruitment and retention**

A new partnership between the Clark County School District (CCSD) and the Clark County Education Association (CCEA) creates a three-year pilot program to recruit and retain high-quality teachers at eight middle schools identified by the state as needing improvement.

The district will identify teachers with a strong track record of success in student achievement to participate in this pilot incentive program, with the goal of creating more stability and less staff turnover at these high-need schools.

The pilot program runs from August 2019 through June 2022.

Teachers who are selected to teach at the designated schools could be eligible to receive \$10,000 in recruitment and retention supplemental pay. They could also be eligible for an additional performance supplement of \$5,000 based on student outcomes. They will receive an additional 34 minute planning period prior to the start of school.

Additional details will be worked out between CCSD and the CCEA and will be announced soon to employees. The selection process will coincide with the voluntary transfer period.

The eight schools in the pilot program typically have multiple teacher vacancies each year and include:

- Harold J. Brinley Middle School
- Carroll M. Johnston Middle School
- Jerome D. Mack Middle School
- Mario C. and JoAnne Monaco Middle School
- William E. Orr Middle School
- Marvin M. Sedway Middle School
- Ed Von Tobel Middle School
- West Preparatory Institute Middle School

This program is expected to cost \$10 million per year. The funds for the recruitment and retention program will come from districtwide Title I set-aside funds. The District will not be taking funding from other Title I schools. The cost will not impact the District's general fund.