



## Local Education Agency (LEA) Plan Form for Highly Qualified Teachers 2015-2016 School Year

**Section 1.** District information

School District	LEA #	Date
Flippin School District	45-01-000	November 12, 2015
Person completing form (print or type)	Phone #	Email address
Petra E. Pershall	870-453-2270	petrapershall@flippinschools.net
Superintendent Name (print or type)	Superintendent's Signature	
Dale Query		

**Section 2.** Describe the district's procedures or actions for recruiting, hiring and retaining Highly Qualified Teachers.

Flippin School District's recruiting procedures include posting on our website ([www.flippinschools.com](http://www.flippinschools.com)), conversations among educators, school email announcing a position opening for currently employed teachers and posting on the AAEA (Arkansas Association of Educational Administrators) website. Interested teachers submit a local application along with a resume which are reviewed by the superintendent, specific (elementary, middle school or high school) building principal and district curriculum coordinator. Applications are prioritized according to credentials for position. Invited applicants are interviewed and a decision is made.

Flippin School District has an extremely high retention rate. Current teachers are informed regarding a position opening. If a teacher is interested in a position and does not have credentials, the district will support the individual regarding an ALP for the position. New employees are retained because they desire to live in the local community in which Flippin School District is located.

**Section 3.** Describe the issues or conditions that prevented filling *all* core academic classes for 2014-2015 with Highly Qualified Teachers, if applicable.

**If District is 100% HQT indicate "NA".**

NA

**Office use only:** Dist. % HQT \_\_\_\_\_ Number teachers Not HQT \_\_\_\_\_ Date rec'd by ADE: \_\_\_\_\_

**Office comments:**

