

## Island Park UFSD

### **Policy #4101.1a - Teacher Recruitment and Retention Policy**

The Island Park UFSD is committed to fostering, cultivating and preserving a culture of diversity and inclusion. The district believes that it is the sum of individual differences derived from a variety of life experiences, knowledge, inventiveness, innovation, self-expression, and talents. As such its employees, students, and community members contribute to a diverse school culture that enriches the life and understanding of all. The district embraces and encourages its employees' differences in age, race, religion, disability, ethnicity, family or marital status, gender identity, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, etc.

To ensure that all students have teachers with the subject-matter knowledge and teaching skills necessary to help them achieve to high academic standards, regardless of their individual learning styles or needs, the district is committed to recruiting, training, and retaining a diverse cadre of highly qualified teachers.

The district's diversity initiatives are applicable—but not limited—to practices with respect to the recruitment of teachers and the ongoing development of a work environment built on the premise of equity and success for all. To this end, the district utilizes online recruitment, which is easily accessible through Nassau BOCES *OLAS*, the *New York Times*, *Herald* (19 Long Island communities), and the Island Park UFSD website ([www.ips.k12.ny.us](http://www.ips.k12.ny.us)). The district also maintains relationships with colleges and universities through which it participates in recruitment fairs and service activities that assist with school initiatives seeking diverse candidates.

The Board of Education recognizes that high caliber teacher mentoring and induction contribute to teacher growth, development, and retention. Thus, it ensures that Title II and local funds are used annually to provide induction and mentoring programs available to all teachers and teaching assistants who are new to teaching or new to the district. The purpose of the mentoring program is to provide training in specific skills and content related to teaching and learning. The goal is to help mentees make the transition to a new professional experience using best practices supported by current research. Satisfaction of a mentored experience is one of the requirements individuals must meet in order to qualify for the NYSED Professional certificate. The district reports mentored experience for the certificate holders they employ.

Beyond mentoring, the district is committed to retaining teachers and school leaders by ensuring that opportunities for professional development are universally available within the district and off-site (at BOCES, colleges and universities, professional organizations, etc); for teachers and teacher assistants Level III this requires pre-approval from two administrators. For school building leaders, this requires pre-approval from Superintendent of Schools. PD includes activities designed to improve the teacher's or leader's pedagogical and/or leadership skills, targeted at improving student performance. Such activities may comprise a component of NYSED's mandate for teachers and school leaders who are Initial Certificate holders in their efforts to complete a minimum of 175 hours of PD every five years in order to maintain their certification. For new Teaching Assistants Level III, these activities may also comprise a component of NYSED's mandate for them to complete 75 hours of PD every five years in order to maintain their certification.

For teachers who are Professional Certificate holders, these PD activities may comprise a component of NYSED's mandate in their efforts to complete a minimum of 100 hours of Continuing Teacher and Leader Education (CTLE) hours during every five-year registration period.

The district and the Island Park Faculty Association meet annually to discuss and negotiate procedures as required by Education Law §3012(d).