Strategies to Attract High-Quality, Highly-Qualified Teachers

A. Describe the strategies used to attract highly-qualified staff to work with the most at-risk students.

First and foremost, the Bremerton School District has a comprehensive recruitment program. In addition to the normal career fairs, web site advertisements, online application process, university recruitment, and individual contacts, the District now hosts one of the largest student teaching centers in the area. “Previewing” a teacher’s skills is vital to making solid hiring decisions. Two of the District’s collaborative efforts are vital to “previewing” exemplary teaching: 1) An agreement with Washington State University to host all student teachers in this area, and 2) a “Teach for Washington” grant proposal which will allow us to “grow our own.”

Secondly, the District provides on-site support for National Board Certification. We have two elementary schools with greater than 70% free and reduced meals, and we continue to provide transfer opportunities for board certified teachers to teach in those schools.

Finally, teachers for remedial classes are hand-selected in the Bremerton School District based on their exemplary instructional skills. The District remains committed to having the best teachers provide instruction to struggling students. In particular, two exemplary teachers taught a Collection of Evidence class resulting in more than 20 collections being submitted to the state. We provide excellent professional development opportunities to all teachers.

As a result of solid recruitment strategies and close monitoring, 100% of our teachers are highly-qualified under No Child Left Behind, and at-risk students are receiving instruction from outstanding professionals.