

Leadership Preparatory Academy

Teacher Recruitment & Retention Plan

Support.Collaborate.Retain

**Purpose**:

Leadership Preparatory Academy (LPA) is a high performing K-8 charter school. It is the intent of LPA that the recruitment and retention plan is strategic in order to align with the goals of the school. The plan’s fundamental purpose is to hire and retain the best and brightest teachers to educate the students that we serve.

**Recruitment:**

LPA will actively advertise for open positions through a wide variety of advertising venues including job search engines, colleges and universities, the DCSD website, the school’s website, job fairs and social media platforms. LPA will provide signing bonuses (as appropriated by the Governance Board) for hard to fill positions that currently includes Math, Science and Special Education.

**Retention:**

Current research illuminates that 40 to 50% if teachers who enter into the professional leave within the first five years. There are a myriad a reasons that teachers leave the profession which include pay, discipline, work schedule and parental support. Recognizing that there are areas of opportunity to LPA will utilize a three prong approach to retention the most effective teachers. LPA’s plan strives to mitigate some of these issues by providing our teachers with Support and Collaboration in order to Retain.

*Support*

* Teacher Induction Program
* Mentor Teacher Program
* Targeted Professional Development
* Membership in Decision Making Learning Teams

*Collaboration*

* Dedicated planning time for grade level and content area planning
* Opportunities to visit other schools
* Quarterly meetings with Chief Academic Officer to address any concerns

*Retention*

* Recognize and celebrate staff member’s contributions to the school.
* Promote continued professional growth by providing opportunities to attend state and national conferences
* Competitive wages and benefits
* Merit based incentive program to reward new and veteran teachers who have demonstrated excellence
* Recognition for each year of service
* Accelerated 403b plan for continued service