

Q

UITMAN COUNTY SCHOOL DISTRICT

Mississippi

Presentation to School Board



**V. T. Towner, PhD
Superintendent
November 8, 2011**

There are four primary goals established by the School Board

District Goals

1. All schools will meet or exceed successful performance levels by 2012
2. 85% of staff will be highly qualified by 2013
3. 85% graduation rate by 2013
4. Will reach financial solvency

Previous Presentations

September 13th

Financial Solvency

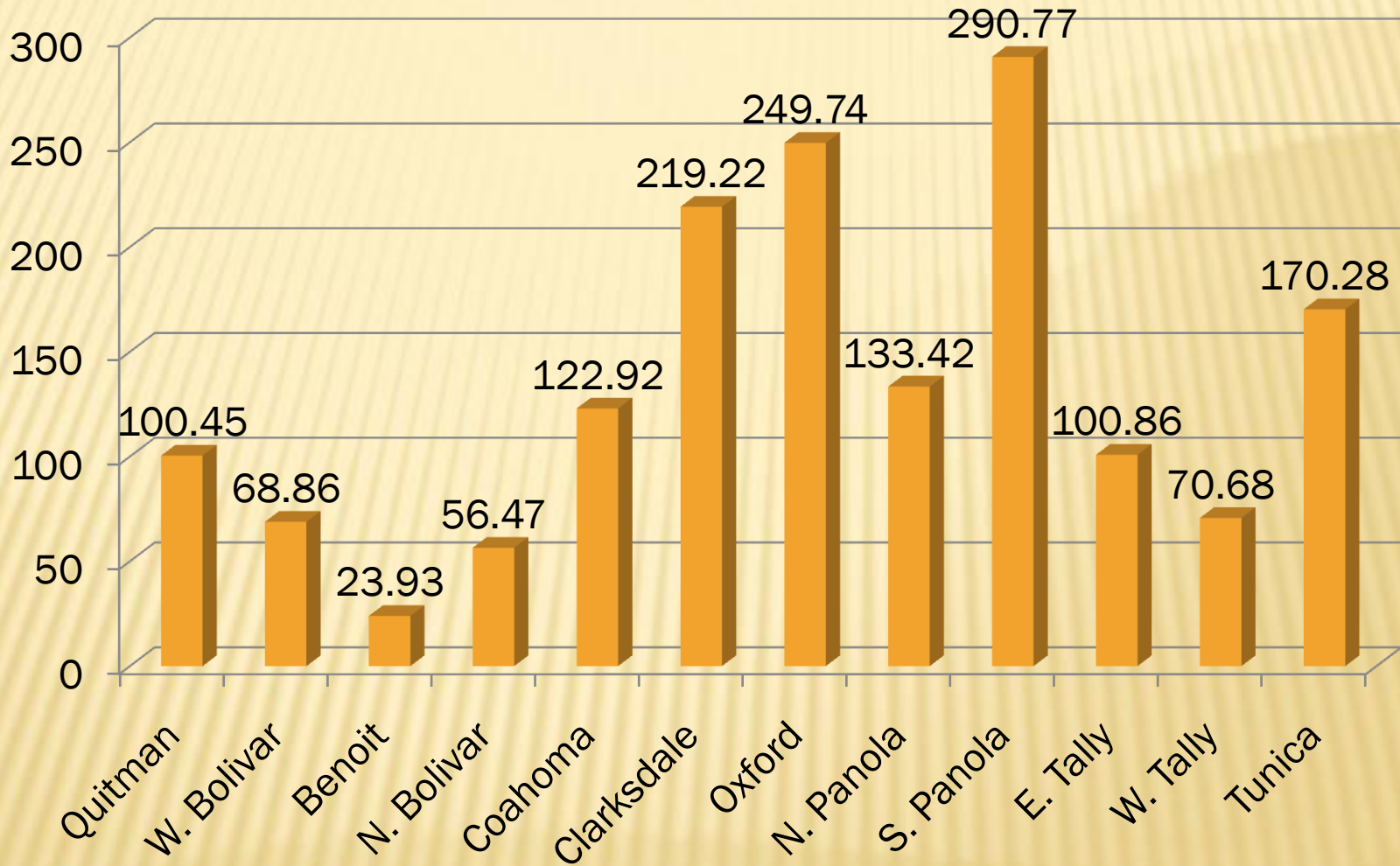
October 11th

Reaching Successful School Status

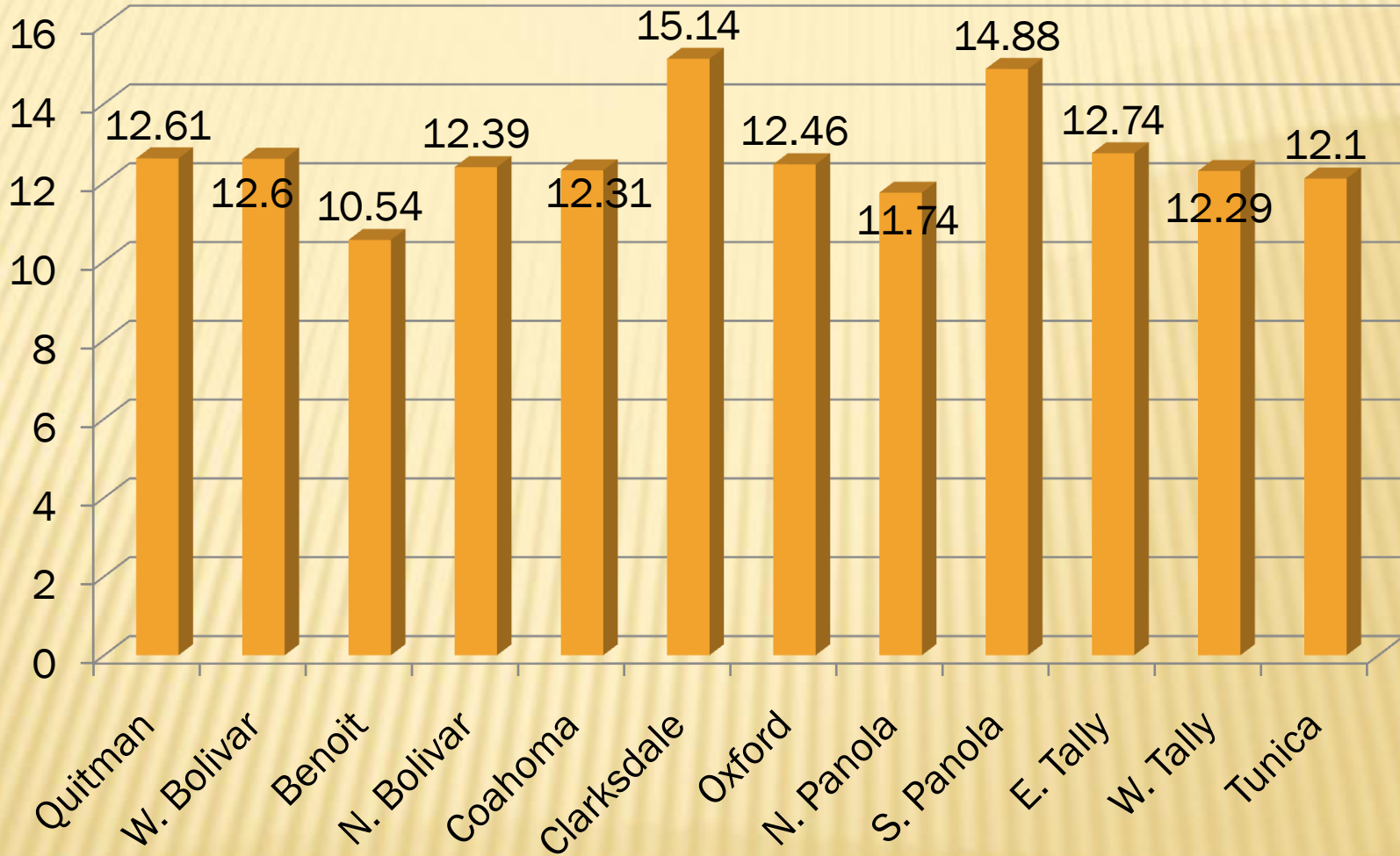
November 8th

Reach 85% level for Highly Qualified Staff

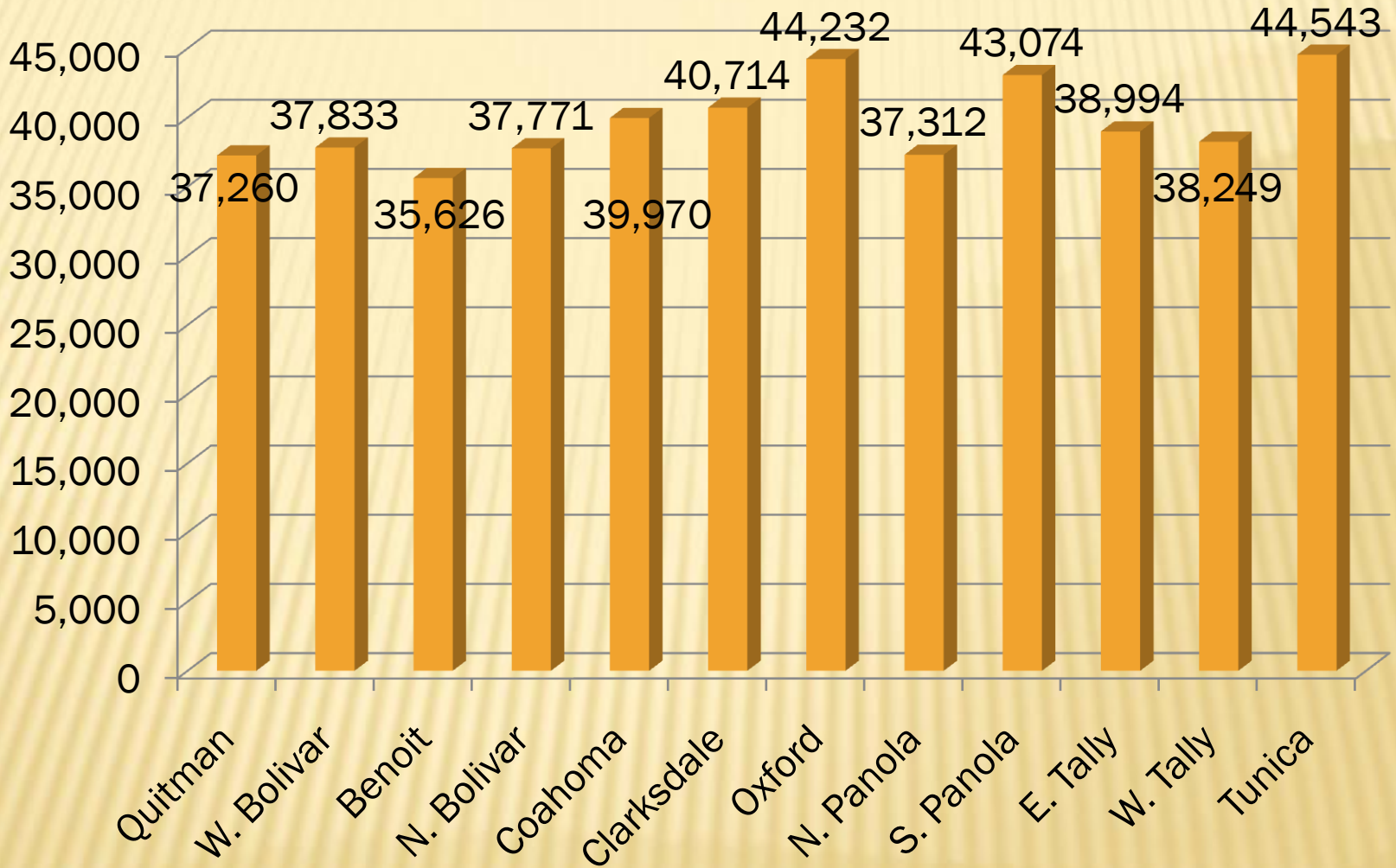
Number of Teacher Units Assigned for District



Pupil / Teacher Ratio for District



Average Teacher Salary



Instructional Personnel 2007-2008 —Mississippi

Strategy: Maintain and offer Comparable Salaries

Type	Average Salary
Principals	\$72,841.55
Assistant Principals (Grade K-12)	\$61,304.81
Secondary Principals	\$78,596.38
Secondary Assistant Principals	\$63,981.09
Elementary Principals	\$71,301.89

Instructional Personnel 2007-2008 —Mississippi

Strategy: Maintain and offer Comparable Salaries

Type	Average Salary
Elementary Assistant Principals	\$59,208.15
Supervisors	\$51,051.42
Guidance & Psychologists	\$51,474.86
Librarians & Media Specialists	\$45,179.99
Secondary Teachers	\$41,627.69

Instructional Personnel 2007-2008 —Mississippi

Strategy: Maintain and offer Comparable Salaries

Type	Average Salary
Elementary Teachers	\$40,538.64
U. S. Public School Teachers (estimated)	\$52,308

Quitman County School District—Mississippi

Numbers of Teachers with Years of Experience

0 – 5 years experience ————— 58

6 – 10 years experience ————— 16

11 – 15 years experience ————— 8

16 – 20 years experience ————— 3

21 or more years experience ————13

98

Note: We have 20 1st year teachers

Quitman County School District—Mississippi

Number of teachers with various certification levels

A = 74

AA = 21

AAA = 3

AAAA = 0

98

Comparisons of District Supplement for Teachers

Mound Bayou

A— 610

AA —710

AAA—860

AAAA—960

North Bolivar

A— 550-900

AA —750 -1150

AAA—750-1350

AAAA—750-1550

Coahoma County

0 - 5 — 1,000

6 & Up —1,100

North Panola

A—225

AA, AAA, AAA—575

Comparisons of District Supplement for Teachers

West Tally

400 to 900 (max)

West Bolivar

500 to 800

South Panola

1250

East Tally

1st year in district 350

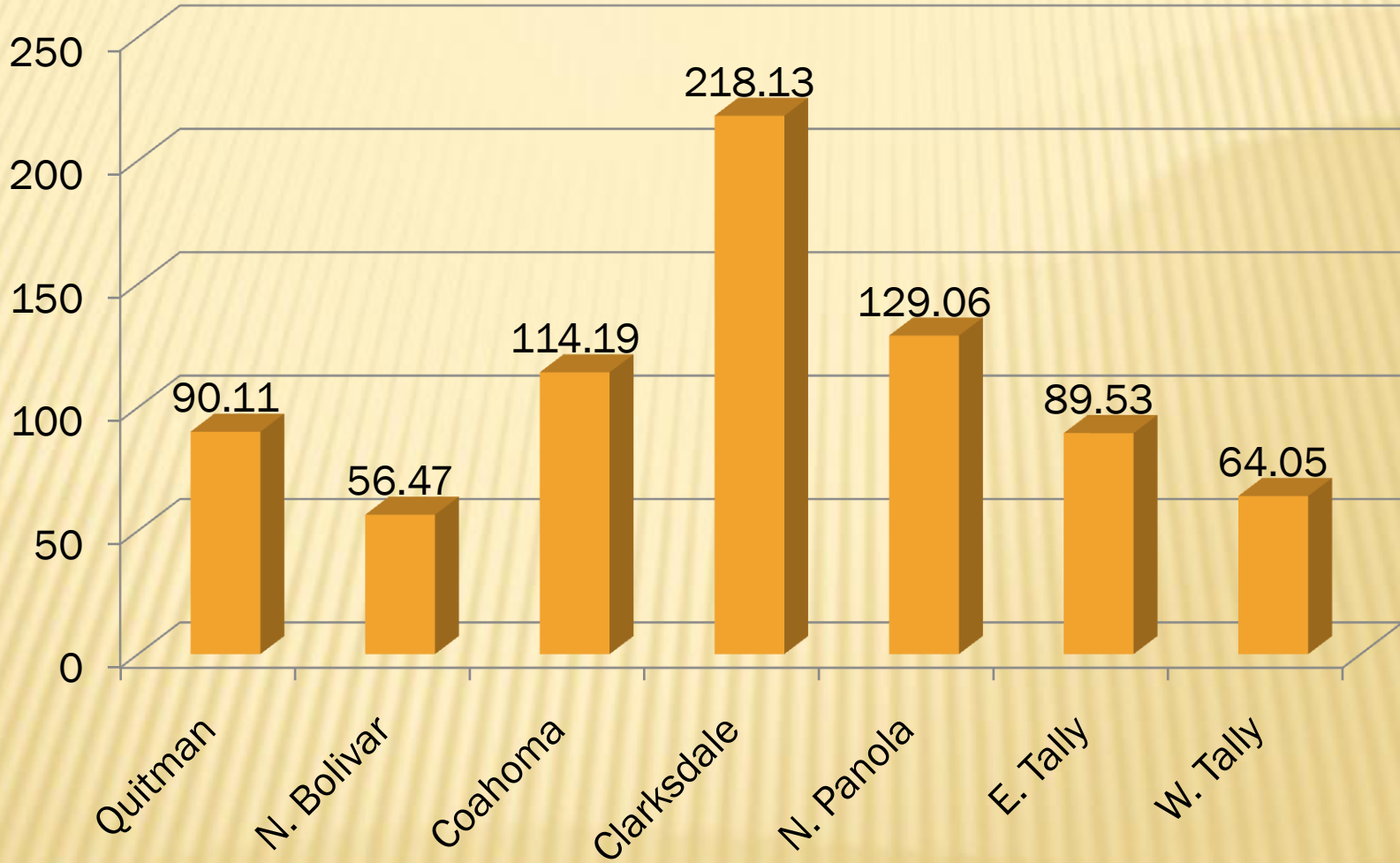
After 1st year

425

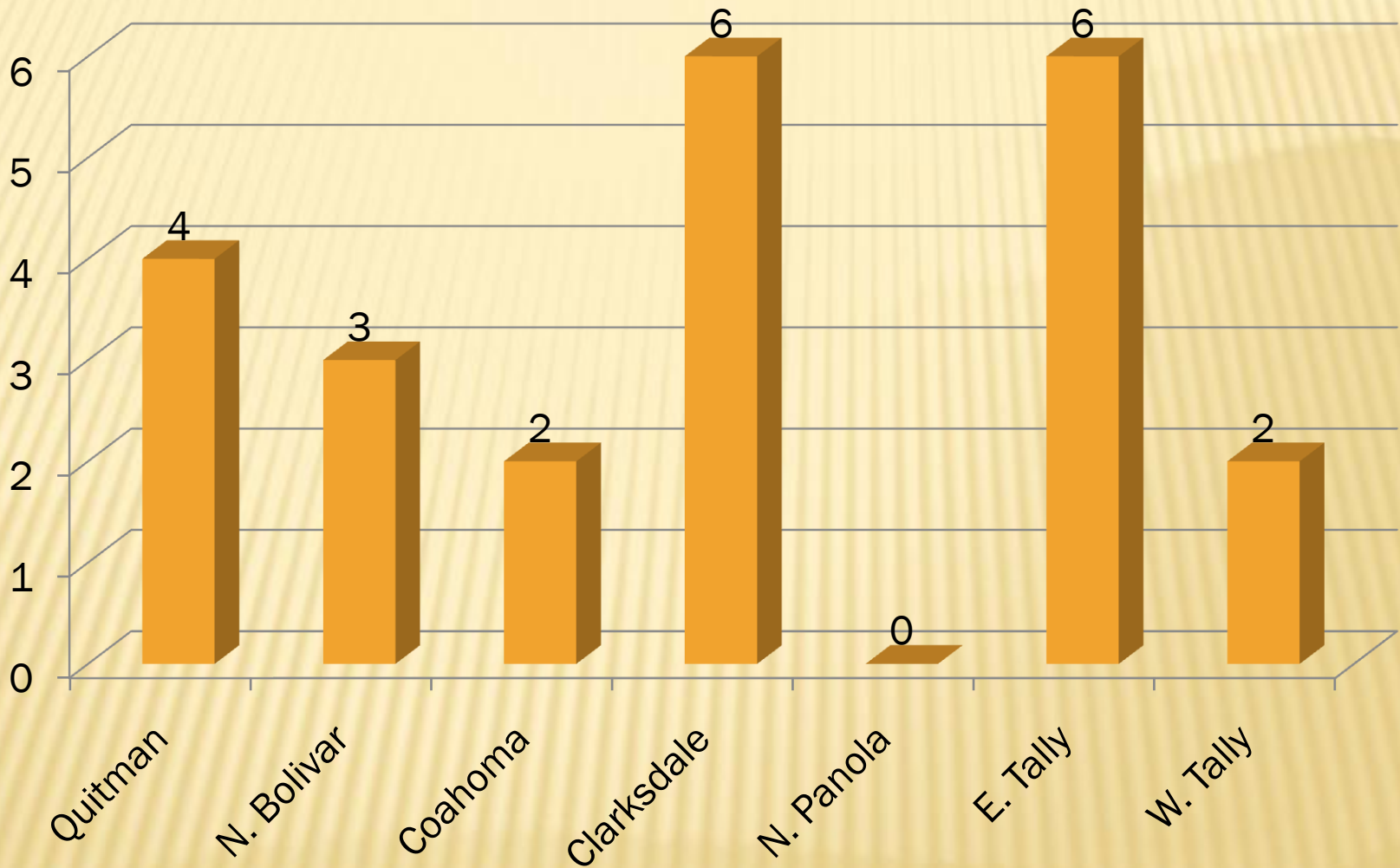
Clarksdale

1000 & additional
100 for 15, 20, 25

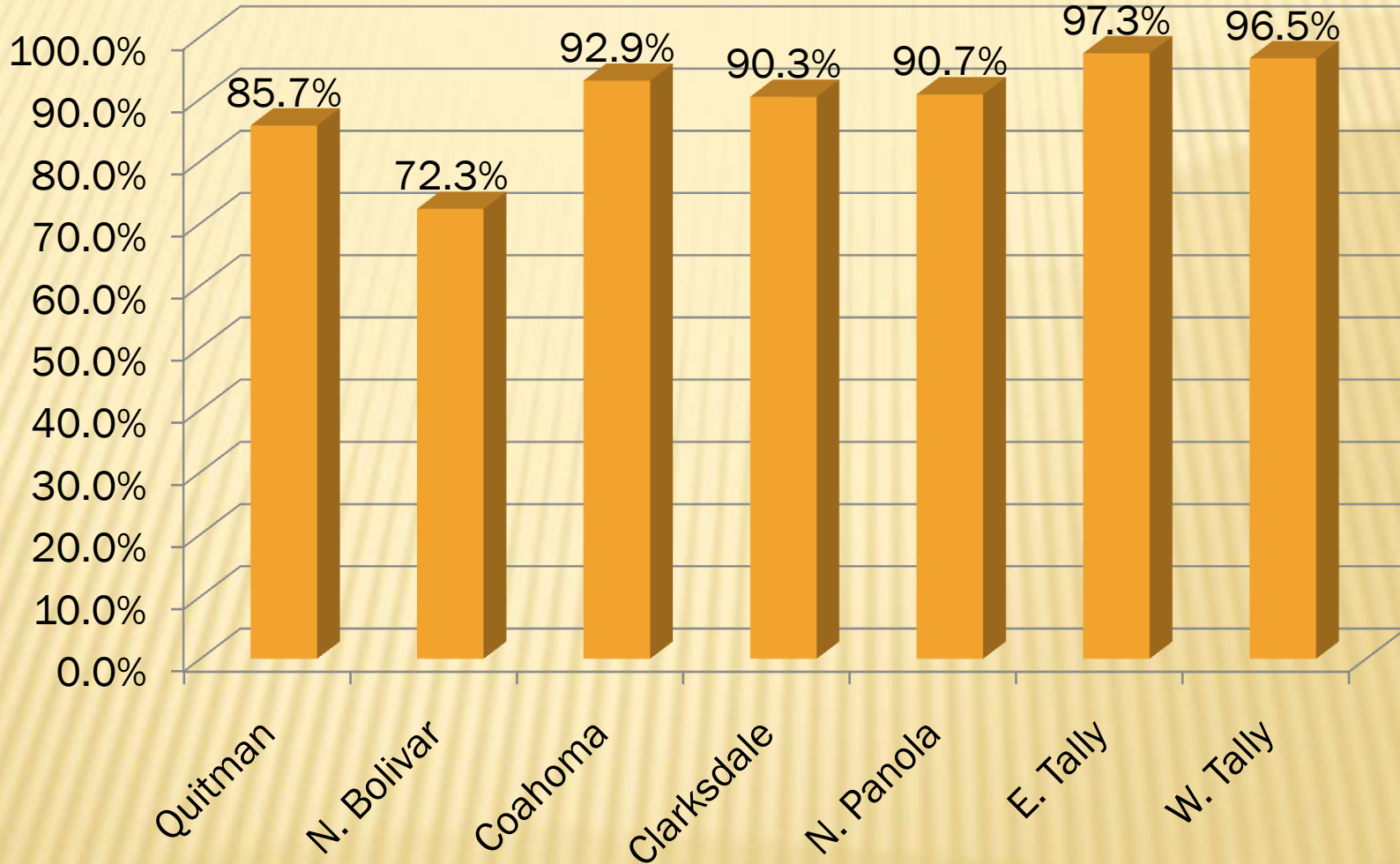
Number of Teachers in the School District



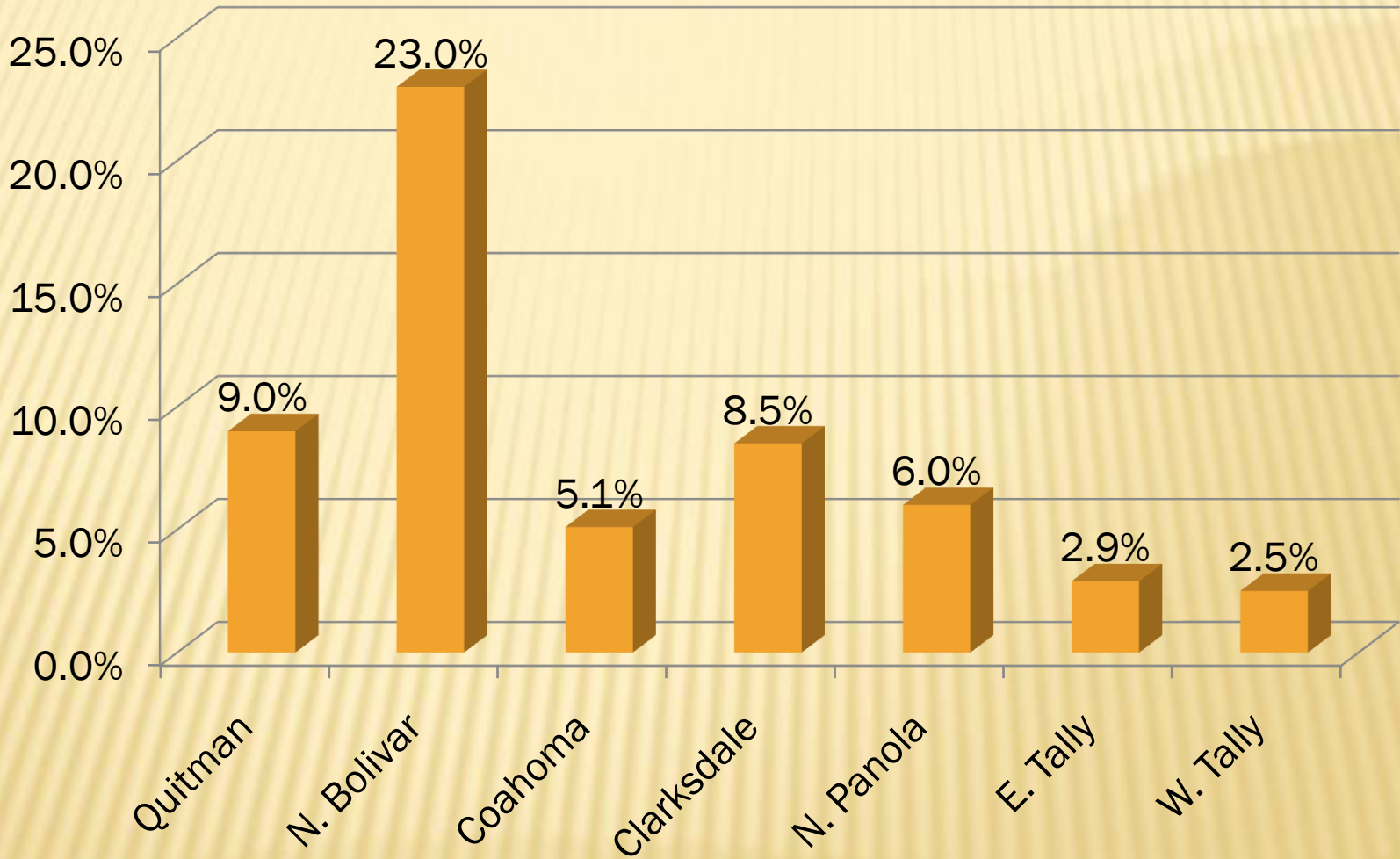
National Board Certified Teachers in each School District



Percent of Highly Qualified Teachers in the School District



Emergency / Provisional Teachers



Actions taken thus far...

1. We have developed a pay scale for teacher assistants.
2. We have developed a pay scale for clerical staff.
3. We are using monies (where allowable) to assist staff in reaching certification.
4. We must continue to develop and implement non-monetary allowances that the district can assign to high performing teachers.
5. We must regularly or responsibly increase the district's teaching supplement level.