

HIGHLY QUALIFIED STAFF

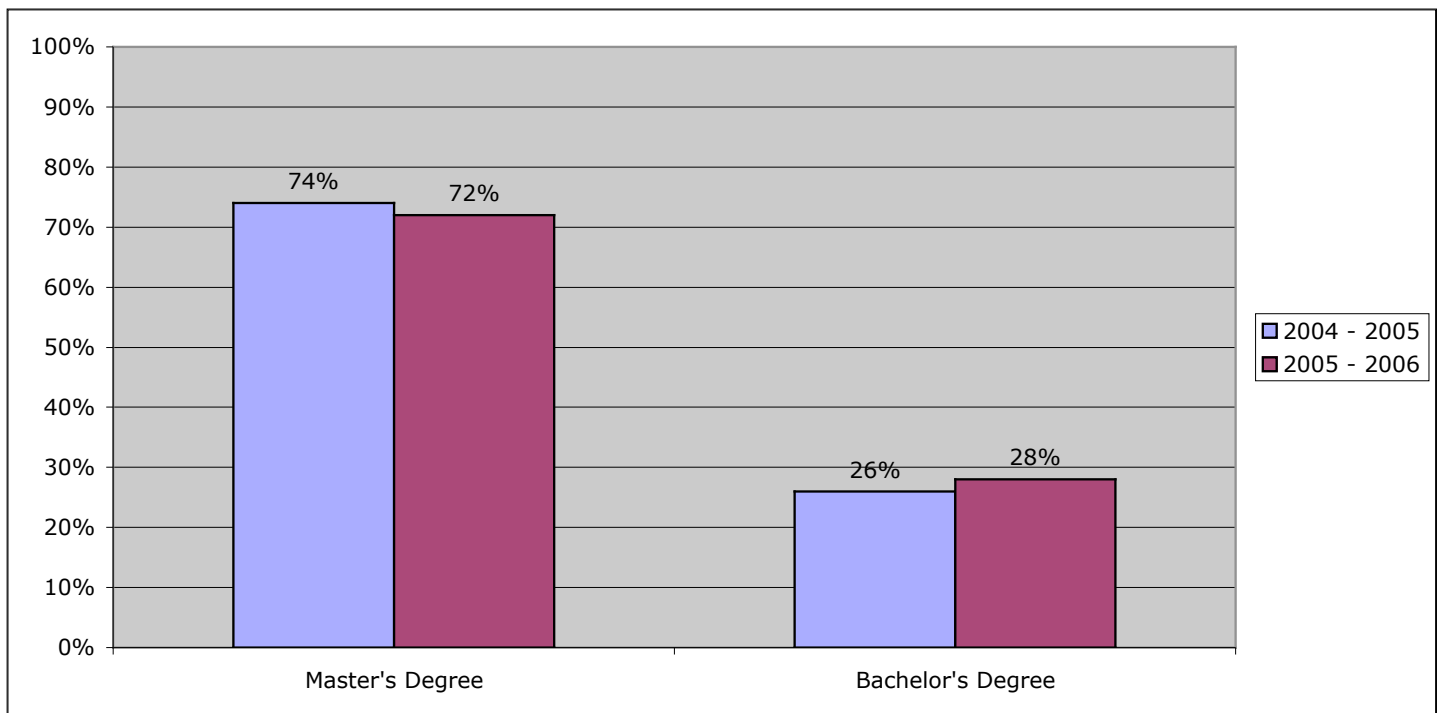
The Douglas School District prides itself in hiring highly qualified professionals. The district offers a base salary of \$26,470, which is very competitive statewide. The Douglas School District also offers its employees health and dental insurance. There are many opportunities for professional growth provided by the school district.

In 2005 – 2006 Vandenberg Elementary School consists of nineteen classrooms of fourth and fifth grade students. All nineteen-classroom teachers are highly qualified as defined by NCLB. Vandenberg Elementary Special Area teachers, of which there are eleven, are also highly qualified as defined by NCLB.

All of the Vandenberg Title One staff is highly qualified. The Title I Diagnostician is a certified teacher, three title 1 tutors have attained the required forty-eight hours of college credit or more. In addition, there are six paraprofessionals employed at Vandenberg Elementary. These paraprofessionals work with students through the programs of Special Education, Speech, and Library.

Advanced Education

The majority of certified staff at Vandenberg Elementary School have earned an advanced degree.

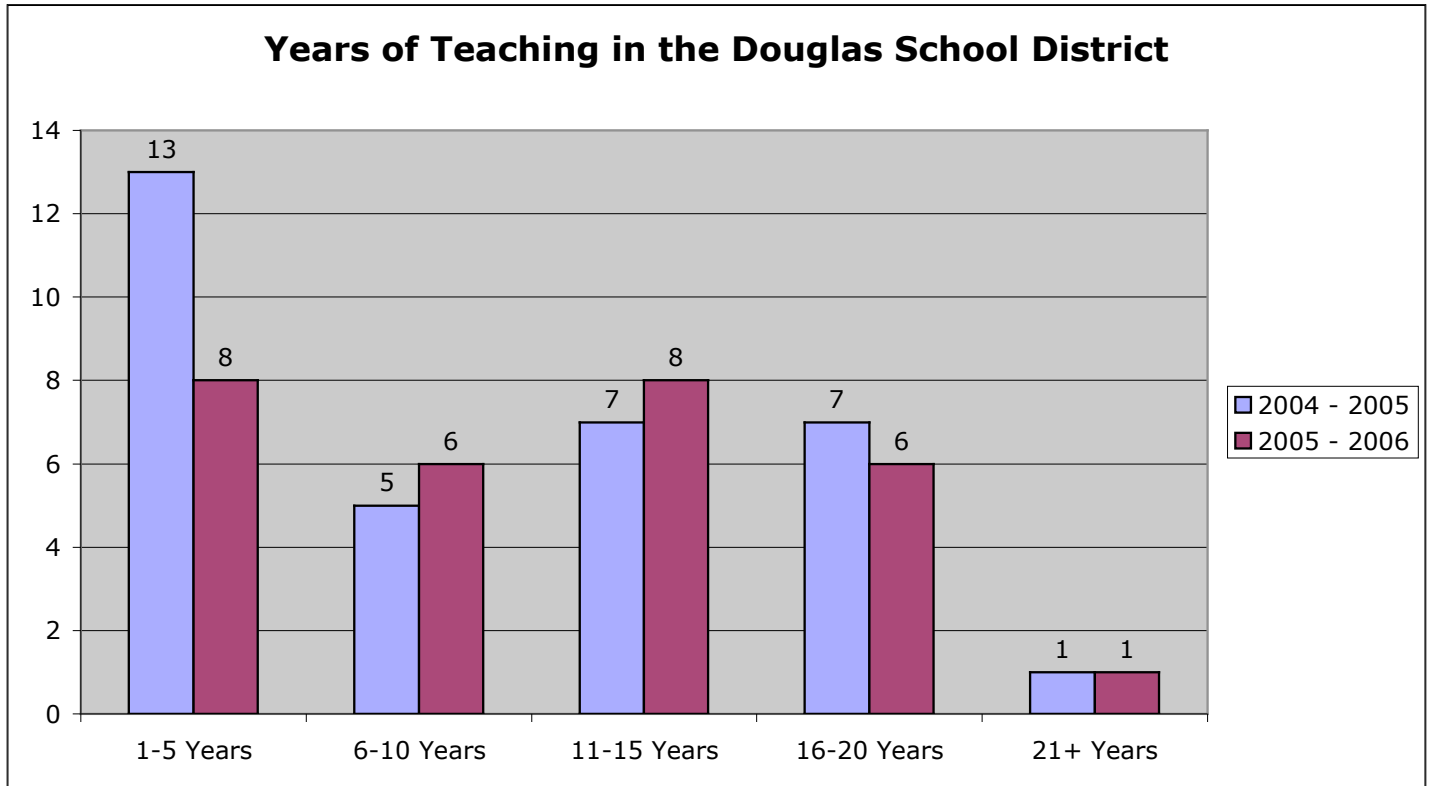


From the 2004 – 2005 school year to the 2005 – 2006 school year:

- The percentage of staff members that have earned a Master's degree decreased 2%.
- The percentage of staff members that have earned a Bachelor's degree increased 2%.

Years of Teaching in the Douglas School District

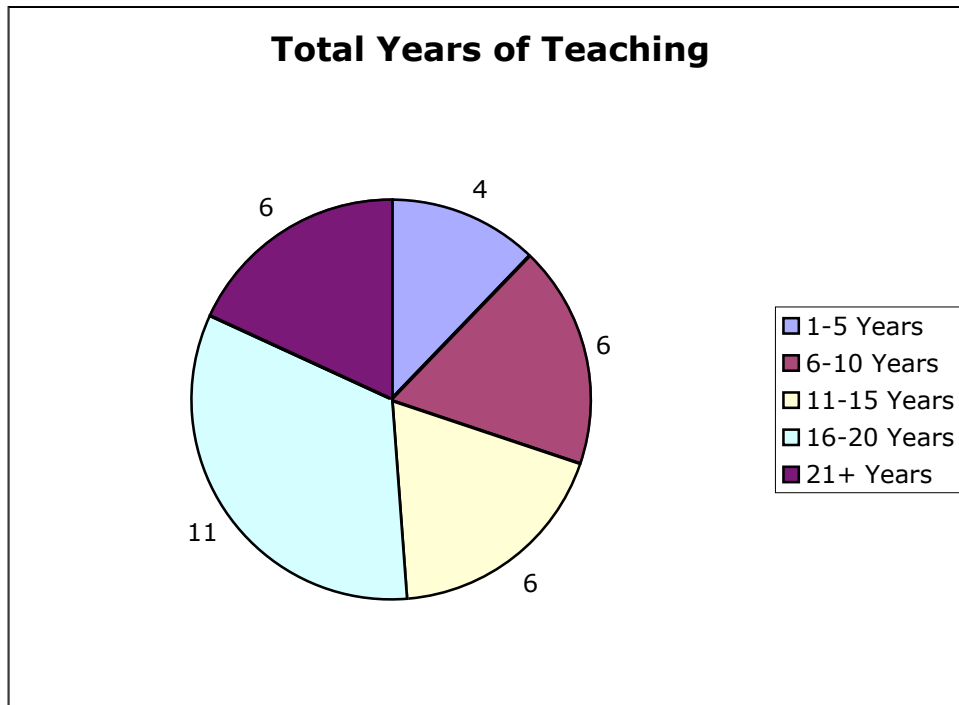
In October 2004 and October 2005, the Douglas School District personnel office verified the number of years Vandenberg Elementary School staff have worked in the Douglas School District.



- The number of teachers that have been employed in the Douglas School District for 1 –5 years decreased by 5.
- The number of teachers that have been employed in the Douglas School District for 6 – 10 years increased by 1.
- The number of teachers that have been employed in the Douglas School District for 11 – 15 years increased by 1.
- The number of teachers that have been employed in the Douglas School District for 16 - 20 years decreased by 1.
- The number of teachers that have been employed in the Douglas School District for for 21+ years remained the same at 1.

Total Years of Teaching

In October 2004, the Vandenberg Elementary School certified staff completed an anonymous survey that provided information on each staff members total number of years teaching.

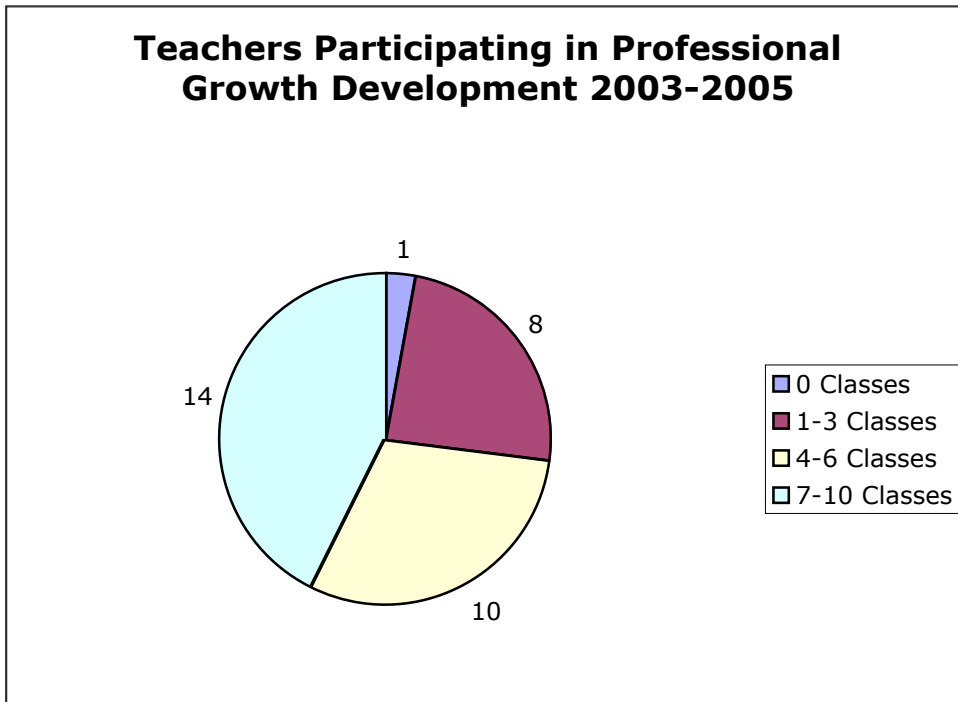


- Four certified staff has been teaching 1 – 5 years.
- Six certified staff has been teaching 6 – 10 years.
- Six certified staff has been teaching 11 – 15 years.
- Eleven certified staff has been teaching 16 – 20 years.
- Six certified staff has been teaching 21+ years.

PROFESSIONAL DEVELOPMENT

The Douglas School District offers professional development opportunities for the purpose of increasing teacher knowledge in the areas of Reading, Mathematics, Science, Technology, and Student Management.

Vandenberg Elementary professional staff acknowledges the importance of student success and the quality of the teacher. In 2003-2004, thirty-three certified staff members participated in one hundred sixty-three professional development opportunities. These opportunities are mostly based in the academic areas of reading and math. At the time of this narrative the 2004-2005 year includes ninety-three professional development opportunities participated in by Vandenberg's certified staff.



District Provided Opportunities for Professional Development

Staff Development Classes, 2002 – 2003

To Be Well: Health Issues for Our Schools
Writing Workshop
Reading Workshop
Word and Language Workshop
Poetry Workshop
Teaching Reading Comprehension
Analytic Writing Assessment
Using Adobe Photodeluxe
Appleworks 6
Developing and Maintaining a Website
Introduction to OSX
Using Digital Video Cameras and iMovie
Microsoft Office 2001

Staff Development Classes, 2003 – 2004

Photoshop Elements 2
Effective Teacher
Love and Logic 2
Introduction to OSX
Online Tools
Love and Logic 1
To Be Well: What Schools Can Do
Becoming a Love and Logic Believer
Integrating the Internet into the Classroom
Reading: Games, Songs, and Activities
Introduction to iLife
Developing Comprehension Through Conversation
Understanding Digital Cameras and Scanners
Where In the World: GPS

Staff Development Classes, Fall Semester 2004

Creating a Website with Dream Weaver
Nonviolent Crisis Intervention
Web Resources for the Classroom
Nine Essential Skills for the Love and Logic Classroom
Technology for Your Classroom
Using Adobe Photoshop Elements 2 in the Classroom
The Effective Teacher

Staff Development Classes, Spring Semester 2005

Brain Based Learning Workshop

ADHD: Understanding and Programming

Using iMovie in the Classroom

NVCI: De-Escalating a Potential Crisis

Technology Integration

Internet Content for the Classroom

Home Gym Fitness

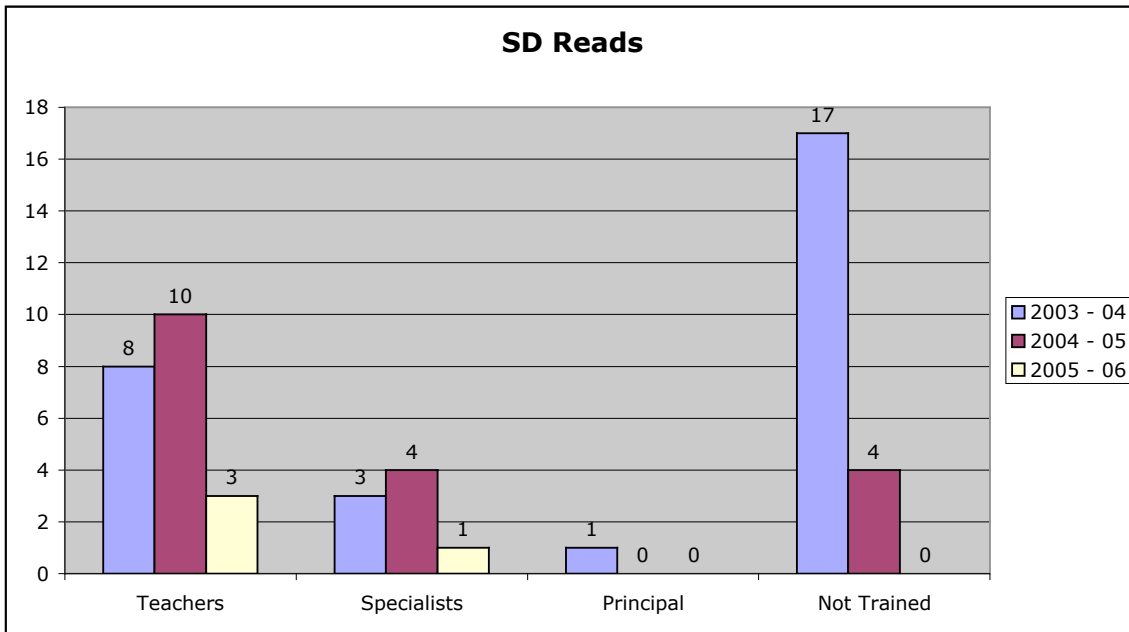
DDN: School Nutrition

Staff Development Classes, Fall Semester 2005

Integrating Technology into Education

Holiday Fitness Kick-Off

South Dakota Reads is an evidence-based professional development opportunity offered by the State of South Dakota.



- 18 classroom teachers completed SD Reads from 2003 – 2005.
- 7 Specialists completed SD Reads from 2003 – 2005.
- 1 Principal completed SD Reads from 2003 – 2005.
- 3 classroom and 1 specialist are currently enrolled in SD Reads.

The findings and determinations of the National Reading Panel and evidenced based research are used as a basis for the professional development plan that will be implemented during the 2004 – 2005 and 2005 – 2006 school year.

Teachers met to read the research and brainstorm effective strategies for teaching reading.

A survey was given to staff to identify their experience and training in using formative assessment to monitor students' growth.

Teachers will select formative assessments to monitor at-risk student growth.

Results of Staff Survey

Assessments

1. What do you currently use to assess students' phonemic awareness?

Commercial - 14

Teacher Developed - 4

None - 13

Professional Development?

Yes - 19

No - 11

2. What do you currently use to assess phonics?

Commercial - 19

Teacher Developed - 3

None - 10

Professional Development

Yes- 19

No- 11

3. What do you currently use to assess vocabulary?

Commercial - 26

Teacher Developed - 4

None - 3

Professional Development

Yes- 17

No- 11

4. What do you currently use to assess fluency?

Commercial - 26

Teacher Developed - 4

None - 3

Professional Development

Yes - 12

No - 18

5. What do you currently use to assess comprehension?

Commercial - 24

Teacher Developed - 4

None - 4

Professional Development

Yes - 8

No - 21

6. Can you administer and interpret a Running Record?

Yes - 24

No - 6

7. Can you administer and score a DRA?

Yes - 21

No - 9