

## **HIRING OF TEACHERS FOR SCHOOLS OF CHOICE**

The Lafayette Parish School Board authorizes the Superintendent to establish procedures that enable teachers to apply for teaching positions in the Schools of Choice within the system. Procedures are designed to select the most qualified educators indicating a desire to teach in the various theme schools throughout the Lafayette Parish School System.

### **A. CRITERIA FOR TEACHERS IN SCHOOLS OF CHOICE**

1. Teachers in all Schools of Choice must be certified in the grade level/subject area for which they apply to teach.
2. The teacher must submit to the Human Resources Department a completed application in order to participate in the Schools of Choice hiring process.
3. Teachers applying for positions in Schools of Choice must qualify for the general hiring or transfer policies of the Lafayette Parish School System. When new theme schools are announced after the deadline for transfers, application procedures and deadlines will be extended in order to allow all eligible teachers the opportunity to apply for a School of Choice.
4. Expertise in the theme area of the specific school is recommended.
5. All professional staffing needs, in the specific theme areas of Schools of Choice, will be done by application and interview process.
6. Teacher applicants must be willing to participate in specialized professional development needs of the specific school.
7. The teacher must follow the district's criteria and expectations for planning, management and instruction and shall adhere to the requirements of teaching in accordance with the Louisiana Teacher Assistance and Assessment Program and the Louisiana Accountability Program.

### **B. SELECTION PROCEDURE**

The principal of each school shall review teachers' applications for the Schools of Choice. A committee may be selected to assist with the interview process and selection of teachers for the openings at the specific sites. Teachers applying and selected for interviews should be prepared to submit a portfolio of work highlighting the applicant's experience and expertise in the theme area of the individual school. The principal will recommend teacher candidates and their assignments to the Human Resources Department based on selection criteria of the school.

Adopted: 6/5/02

Lafayette Parish Public Schools, Louisiana