

Middlebury Academy
88 Kent St.
Akron, Ohio 44305
330-752-2766

June 23, 2015

Dear Ohio Department of Education:

Below is an outlined plan for securing a properly licensed teacher(s) for students not on track and/or most at risk in grade three due to not meeting state expectations and requirements.

It is our objective to secure a teacher in the coming months prior to our 2015-2016 school year starting, that has at least one year of teaching experience and meets at least one of the following qualifications required in law:

- Has a k-12 reading endorsement on the teacher's license;
- Completed a master's degree with a major in reading or literacy;
- Rated "most effective" for reading instruction consecutively for the most recent two years based on state-approved tests of student growth;
- Has "above expected" rating for Value-Added in reading instruction for the most recent, consecutive two school years;
- Earned a passing score on a rigorous test of principles of scientifically research-based reading instruction;
- Holds an educator license for teaching grades preK-3 issued on or after July 1, 2017;
- Holds an alternative qualification approved by the department or has successfully completed department-approved reading instruction training for working with English language learners who have been in the United States three or less years or are students who have an individualized education program.

We recognize that a teacher who does not have at least one year of teaching experience may serve as the teacher of record as long as the teacher holds one of the qualifications and has a staff member who ~~met~~ meets the teacher qualifications as a mentor. Again, this is not our intention and we will do everything in our power to secure a teacher that meets the qualifications for grade three.

If we are unable to find a qualified candidate, we will:

1. assign a teacher (the teacher of record) that is the primary teacher responsible for the student's reading instruction and spends the most time with that student, and

We will also require the assigned teacher to complete one of the following:

2. require the assigned teacher to earn a reading endorsement;
3. require a master's in reading, "reading" or "literacy" in the degree name or on the transcript as the major area of study, specialization or

- concentration.
4. require a Doctoral degree in reading or literacy.
 5. require the Praxis 5203 (Reading Instruction Test) be taken on the next available date.

If we have a current teacher on staff in grade 4 or 5 with “above expected Value-Added” and “most effective ratings” for the past two years we will likely move that individual into Grade 3.

Middlebury Academy used Grade Three OAA results from the fall, 2014 and spring, 2015; and the results from NWEA/MAP Assessments from fall, 2014; winter, 2015; spring, 2015; and summer, 2015 to assign students in need of qualified instruction to an appropriate teacher. In additional summer remediation was provided to students.

This plan has been posted on the school website www.middleburyacademy.org for Middlebury Academy.

Middlebury Academy will submit a detailed report of our progress in meeting the plan on March 1, 2016.

Should you need additional information, or have suggestions for meeting our staffing plan, please contact Maureen Businger, Superintendent/Curriculum Director at 440-487-4264 or via email at Maureen.businger@cambruidgegrp.org.

Sincerely,

Maureen Businger

CC:
Pharon Holtrey