

# Highly Qualified Teachers

Posted – 26 May 2016

Updated – 4 June 2016

Updated – 23 June 2016

Update – 21 July 2016

Update – 6 August 2016

Update – 20 August 2016

The August 17 personnel report indicated the following teaching positions separating.

	0 to 5 Years of Experience	6 to 10 Years of Experience	11 to 15 Years of Experience	16 to 20 Years of Experience	21 to 25 Years of Experience	26+ Years of Experience
Total	1	0	0	0	0	1

The August 3 personnel report indicated the following teaching positions separating. One not show in the table was a part-timer.

	0 to 5 Years of Experience	6 to 10 Years of Experience	11 to 15 Years of Experience	16 to 20 Years of Experience	21 to 25 Years of Experience	26+ Years of Experience
Total	2	0	0	0	0	0

The July 20 personnel report indicated the following teaching positions separating. Two positions not reported below were paid off the scale. One was a teacher – librarian and the other a teacher – family and consumer. Two part-time teachers and one ROTC teacher were also not recorded in the totals below.

	0 to 5 Years of Experience	6 to 10 Years of Experience	11 to 15 Years of Experience	16 to 20 Years of Experience	21 to 25 Years of Experience	26+ Years of Experience
Total	19	17	6	3	1	0

The June 22 personnel report indicated the following positions separating –

	0 to 5 Years of Experience	6 to 10 Years of Experience	11 to 15 Years of Experience	16 to 20 Years of Experience	21 to 25 Years of Experience	26+ Years of Experience
Total	11	4	3	2	1	2

After reviewing the June 1 personnel report, I thought I would keep the tally running on experienced teachers lost. Three teacher are not represented in the following chart. They are - one ROTC teacher, one part-time teacher, and one teacher whose pay falls below scale.

	0 to 5 Years of Experience	6 to 10 Years of Experience	11 to 15 Years of Experience	16 to 20 Years of Experience	21 to 25 Years of Experience	26+ Years of Experience
Total	15	11	8	5	4	2

I don't know if Hampton City Schools does an exit interview but they should. The school board should demand it and require a yearly reporting to the public as to who has left and why.

I looked at the last personnel report that was approved by the board – May 18, 2016. Some interesting info is contained in this one report.

Twenty-three teachers are on this one list for separation from Hampton City Schools.

What isn't in the May 18 report –

	0 to 5 Years of Experience	6 to 10 Years of Experience	11 to 15 Years of Experience	16 to 20 Years of Experience	21 to 25 Years of Experience	26+ Years of Experience
Total	9	6	5	1	1	1

I learned something else that the board obviously didn't concern themselves with (since it isn't in the report)...one teacher on this list has no license to teach. None. He is also paid as a new hire with **One** year of experience and reported as being highly qualified. If Hampton isn't verifying qualifications and work experience, why stop at just one year. Upon further research, it was discovered that there were more teachers in our children's classroom without licenses...just not on the May 18 list.

In FY16, Hampton reported three unlicensed teachers to the Virginia Department of Education. The school board approved two. The third one appears to have slid in without board approval. Two have already exited our schools. The third one, he'll be leaving us at the end of this school year. Three unlicensed teachers...three schools –

The two separated teachers –

Eaton Middle School – Grades 6 and 7, English  
Separated from Hampton 18 December 2015

Booker Elementary School – Grade 5  
Separated from Hampton 18 March 2016

The unlicensed teacher still in the classroom –

Cary Elementary School – Grade 4  
Separation date of 17 June 2016

Maybe this would help us protect our children. Some states require health inspection ratings at restaurants to be hung in view of the public. How cool to be able to walk into a restaurant with your children and know that the food is likely to be properly prepared and served. In the same vein, wouldn't it be a smart idea to have teacher licenses posted in our children's classrooms? You go to the open house at your child's school...displayed on the wall in your child's classroom is the teacher's license. Proudly displayed like other professionals. I wonder what reaction the empty frame on the wall would get? My guess, a rush of parents to the principal office to switch their child to another class.

Virginia Department of Education was aware of this situation so it must be all good. I have an awful feeling that it will become more of a luxury for our children than a requirement for them to have a licensed qualified teacher.

