

**OFFICE OF CHIEF OPERATIONS OFFICER
Summary of State Board of Education Agenda Items
June 18-19, 2015**

OFFICE OF EDUCATOR LICENSURE

17. Approval of school districts with need for administrators to participate in the Mississippi School Administrator Sabbatical Program [Goal 4 – MDE Strategic Plan]

Background Information:

In 1998, the Mississippi Legislature amended the Mississippi School Administrator Sabbatical Program. The legislation enables Mississippi school districts to grant sabbatical leave to licensed teachers employed in Mississippi schools for not less than three years. The purpose is to allow such teachers to participate full-time in an educational leadership program and become local school district administrators. The conditions of eligibility, compensation, reimbursement, obligation, breach of contract, and availability are set forth in law and the State Board of Education policy.

Participating teachers receive the benefits of focused study on a university campus and practical administrative internships in local school districts. Participating school districts benefit from an increased supply of potential candidates for future administrative openings.

School-based accountability for student growth and performance demands knowledgeable and skilled leadership. Through the sabbatical program, local school districts, colleges and universities, the Mississippi Department of Education, and the Mississippi Legislature are working in partnership to ensure that Mississippi has an ample supply of well-informed and well-prepared leaders for tomorrow's schools.

School District Justification of Need for Administrators

June 2015

The Office of Educator Licensure recommends approval of the following school districts as eligible to participate in the 2015-2016 Mississippi School Administrator Sabbatical Program on the basis of their identified need for school administrators:

Clarksdale School District

- School district located in a rural area with a high poverty rate
- Currently 27 administrators on staff
- Ten or 37% have license with less than five years

- Five (5) or 19% of administrators are at retirement age and seven or 26% are able to retire based on age and years of experience.

Clinton Public School District

- Need to increase pool of potential quality administrators as the district continues to grow
- Two (2) vacancies this past year
- Possibly three (3) building level administrator retirements in the next 3-5 years.

DeSoto County Schools

- Currently 41 administrators at the school level
- Seven (7) of the 41 administrators have 25 or more years of experience
- Currently one (1) opening for administrators
- Turnover rated projected at a rate of 5% this year
- Currently 33,322 students enrolled, number increasing each year
- One (1) administrator will not return for 2015-2016 school year.

Harrison County School District

- Challenges finding qualified administrators to staff schools
- District serves approximately 14,500 Students in 22 schools
- Current vacancies for assistant principals
- District needs quality trained administrators to lead the schools and better serve those students with special needs.

Hattiesburg Public School District

- Extremely difficult to recruit highly qualified teachers and administrators because of high poverty rate
- Currently nine (9) schools, nine (9) principals, twelve (12) assistant principals and several other administrators in the district
- Currently possible eight (8) administrative openings
- Current principals are seeking Central Office administrative positions and one (1) is eligible for retirement.

Marshall County School District

- District is noted as a critical needs area, making it difficult to recruit teachers and administrators
- Loses two (2) administrators per year to more urban school districts
- Difficult to retain and recruit staff because of high poverty rate
- Several administrative openings for school year 2016-2017 based on retirement prospects
- Based on industry projections and economic development, student population should increase within the next two years, bolstering the need for additional administrators.

Quitman County School District

- Currently nine (9) administrators on staff
- Four (4) of the nine are able to retire because of their years of experience
- Difficult to retain and recruit quality teachers and administrators because of location and high poverty rate
- Need to build capacity within our district and grow our own teachers and administrators.

Rankin County School District

- District serves approximately 19,000 students in 28 schools
- Need highly qualified school administrators as district continues to grow
- Currently eight (8) vacancies and anticipates the need for additional administrators over the next three years
- Currently fifteen (15) administrators with 25 or more years of experience.

South Delta School District

- Sixteen (16) current and/or anticipated vacancies
- One (1) administrator with over 25 years of experience
- Administrator turnover rate for each year is one (1)
- Need two (2) administrators for the 2015-2016 school year.

West Tallahatchie School District

- School District is located in the Mississippi Delta with a high poverty rate
- Currently eight (8) administrators on staff
- Fifty percent (50%) of the eight administrators have less than five (5) years of administrative experience
- Eighty-seven (87%) of administrators live outside of the district and commute daily.

Yazoo City Municipal School District

- School District is located in the Mississippi Delta with a high poverty rate
- Currently sixteen (16) administrators and five (5) with 25 or more years of experience
- District need quality trained administrators to lead the schools and better serve the students.

Recommendation: Approval

Backup material attached

Guidelines

Mississippi School Administrator Sabbatical Program

(For licensed teachers in Mississippi school districts)

Mississippi Code Annotated 37-9-77

In 1998, the Mississippi Legislature amended the Mississippi School Administrator Sabbatical Program. The legislation enables Mississippi school districts to grant sabbatical leave to licensed teachers employed in Mississippi schools for not less than three years. The purpose is to allow such teachers to participate full-time in an educational leadership program and become local school district administrators. The conditions of eligibility, compensation, reimbursement, obligation, breach of contract, and availability are set forth in law.

Eligible Candidates

Statutory Requirements:

In order to be eligible to participate in this program, the candidate must be a licensed teacher employed in a Mississippi school district for not less than three (3) years.

The candidate must be recommended by the local school board.

The candidate must be admitted to an educational leadership program that was approved by the Mississippi Department of Education by January 1 preceding the date of admission to the program.

State Board Regulations:

Each local school board may set its own criteria for approving recommendations.

The educational leadership program must be full-time.

Compensation of Candidates

Statutory Requirements:

The salary prescribed in Section 37-19-7, Mississippi Code of 1972, including annual experience increments, is paid to the participant by the employing school district from non-minimum education program funds.

Candidates participating in this program shall receive credit for teaching experience (one-year) during the sabbatical leave period.

Candidates participating in this full-time program shall continue participation in Public Employees Retirement System and the Public School Employees Health Insurance Plan.

Maximum compensation during the sabbatical is equal to the one-year salary and paid fringe benefits prescribed in the Mississippi Code.

Reimbursement by Mississippi Department of Education

Statutory Requirements:

Subject to the availability of funds and the determination of the district's need for administrators, the Mississippi Department of Education shall reimburse the sponsoring district for the cost of the participant's salary and paid fringe benefits for one (1) contract year.

The amount of reimbursement shall be based on the then current minimum education program salary schedule prescribed in the Mississippi Code, not to exceed the minimum education program salary for a teacher holding a Class A license and having five (5) years' experience.

The sponsoring school district shall be responsible for the local salary supplement and any portion of the participant's salary that exceeds the maximum amount allowed from state funds. The participant's local salary supplement may not be reduced.

State Board Regulations:

Local school districts shall submit sabbatical program applications as directed by the Mississippi Department of Education. The Department of Education will approve applications in accordance with the statute and the methodology for approval of subgrants established by the Mississippi Board of Education.

Obligation of Candidates

Statutory Requirements:

As a condition for participation in the school Administrator Sabbatical Program, the candidate shall agree to employment as an administrator in the sponsoring school district for not less than five (5) years following completion of administrator licensure requirements.

State Board Regulations:

There shall be a contractual agreement between the candidate and the school district which includes the standard terms and conditions specified by the Mississippi Department of Education.

Breach of Contract

Statutory Requirements:

A participant who fails to assume employment as an administrator in the sponsoring school district for five (5) years following completion of administrator licensure

requirements, unless the commitment is deferred, shall be in breach of contract and liable for the amount of the salary and fringe benefits received while on sabbatical. That liability shall be to the Mississippi Department of Education for the amount of salary and fringe benefits paid by the State, less 20% for each year the individual was employed as an administrator. In addition, the liability shall be to the local school district for any portion of the salary and fringe benefits paid by the local school district, less 20% of the amount paid for each year of employment as an administrator.

Interest on the amount due shall accrue at the current Stafford Loan rate at the time the breach occurs.

A participant is liable for an amount equal to a reasonable attorney's fee if the claim for re-payment is placed in hands of an attorney for collection after default.

If the school district does not have an administrative vacancy, or if the district does not need the administrator position for the full five-year commitment period, the school board shall defer any part of the employment commitment that has not been met until such a time as an administrator position in the district becomes available.

If such a deferral is made, the sponsoring school district shall employ the person as a teacher in the school district during the period of deferral, unless the person desires to be released from employment by the sponsoring school district and the district agrees.

If the sponsoring school district releases a person from employment, that person may be employed as an administrator in another school district in the state that is in need of administrators as determined by the Mississippi Board of Education, and that employment for the other school district shall be applied to any remaining portion of the five-year employment commitment.

Nothing in these guidelines shall prevent a school district from not renewing the person's contract before the end of the five-year employment commitment in accordance with the School Employment Procedures Law (Section 37-9-101 et seq.). However, if the person is not employed as an administrator by another school district after being released or having his contract not renewed by the sponsoring school district, he shall be liable for repayment of the amount of his salary and fringe benefits, plus interest, less 20% for each year of employment as an administrator. Interest on the amount due shall accrue at the current Stafford Loan rate.

State Board Regulations:

Any participant who fails to complete all requirements for obtaining a Mississippi administrator license within eighteen (18) months shall be in breach of contract and liable for the salary and fringe benefits received. Interest shall accrue at the current Stafford Loan rate.

Partial years of employment as an administrator shall be prorated.

Availability of Sabbatical

State Board Regulations:

Candidates approved to participate in the Administrator Sabbatical Program prior to July 1, 2001, shall be subject to all requirements of this legislation and all regulations outlined in these guidelines.

Definitions

Administrator:

An administrator, as defined by the *Accreditation Requirements of the State Board of Education* (1997), is any staff member employed by a school board who is assigned responsibility for coordinating, directing, supervising, or otherwise administering programs, services, and/or personnel under the auspices of the program, school, or district.

Administrator License:

An individual hired to fulfill the above responsibilities is required to hold an administrator license as defined in the *Guidelines for Mississippi Educator Licensure* (1997).

CLARKSDALE MUNICIPAL SCHOOL DISTRICT

Dennis Dupree Sr., Superintendent

101 McGuire Street

P.O. Box 1088

Clarksdale, MS 38614

May 11, 2015

Ms. Cerissa Neal
Bureau Director
Mississippi Department of Education
Office of Educator Licensure
P.O. Box 771
Jackson, MS 39205-0771

Dear Ms. Neal,

The Clarksdale Municipal School District is pleased to accept the invitation to participate in the Mississippi School Administrator Sabbatical program for the 2015-2016 school year. We are located in a rural area of the Mississippi Delta with a high poverty rate. Currently, we have 27 administrators on staff. Of the twenty-seven, ten or 37%, have licenses with less than five years. Five (19%) of those administrators are at retirement age and seven (26%) are able to retire based on age and years of experience. This year four of our administrators have changed.

We are in need of recruiting and support teachers with administrative potential to fill our district pipeline in the midst of shortage.

We would like to take advantage of this excellent opportunity to increase our pool of licensed administrators.

Thank you for your consideration.

Sincerely,



Dennis J. Dupree
Superintendent
Clarksdale Municipal School District

DD/ect

CMSD

"Education of Our Children: TOP PRIORITY"

Phone: 662-627-8500

Email: www.cmsd.k12.ms.us

Fax: 662-627-8542



Clinton Public School District

P. O. Box 300
Clinton, Mississippi 39060

Phillip G. Burchfield, Ed.D.
Superintendent of Education

May 7, 2015

Ms. Sandra Hilliard
Mississippi Department of Education
P.O. Box 771
Jackson, MS 39056

Dear Mrs. Hilliard:

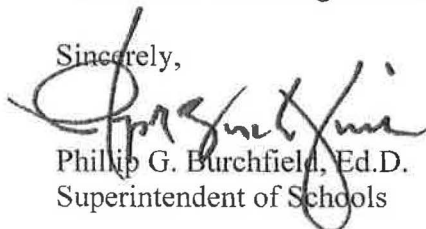
The Clinton Public School District is requesting an internship for Brock Ratcliff, a teacher at the Clinton Alternative Center in our district. Dr. Ratcliff has been accepted into the Principal Corps Program at the University of Mississippi (copy of acceptance enclosed).

With most Mississippi school districts, we are faced with the challenge of providing quality leadership for our public schools. Our Statement of Need is based on the following factors(s).

- Definite need for highly qualified school administrators as our district continues to grow.
- We have had two (2) vacancies this past year and there is a possibility of three (3) building level administrator retirements in the next 3-5 years.
- Simply put... we need to increase our pool of potential quality administrators.

As the Superintendent of the Clinton Public School District, I want to express my gratitude to the Mississippi Department of Education for making these opportunities available to the next generation of bright, young administrators.

Sincerely,



Phillip G. Burchfield, Ed.D.
Superintendent of Schools

2015 MAY 11 AM 8:5
THE OFFICE OF
EDUCATOR QUALITY



DeSoto County Schools

5 EAST SOUTH STREET • HERNANDO, MISSISSIPPI 38632
662-429-5271 • FAX 662-429-4198 • WEBSITE: WWW.DESOTOCOUNTYSCHOOLS.ORG

Milton Kuykendall SUPERINTENDENT OF EDUCATION

"EXCELLENCE IS A COMMITMENT"

JENNIFER WEEKS
ASSISTANT
SUPERINTENDENT

VAN ALEXANDER
ASSOCIATE
SUPERINTENDENT

THOMAS SPENDER
ASSOCIATE
SUPERINTENDENT

KEITH WILLIAMS
ASSOCIATE
SUPERINTENDENT

BOARD OF EDUCATION

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DISTRICT 3

SHELIA RILEY
DISTRICT 4

SARAH DOSS-THOMAS
DISTRICT 5

BOARD ATTORNEY
J. KEITH TREADWAY

May 6, 2015

Ms. Sandra Hilliard
Mississippi Department of Education
P.O. Box 771
Jackson, MS 39205

Dear Ms. Hilliard:

DeSoto County School District is requesting an internship sabbatical for Kristy Dunning, a teacher at Center Hill Elementary school in our district. Ms. Dunning has been accepted into the Principal Corps Program at the University of Mississippi.

Like most Mississippi school districts, we are faced with the continuing challenge of providing high quality leadership for our schools. Our Statement of Need is based on the following factor(s):

DeSoto County Schools

- Currently 41 administrators at the school level
- Seven (7) of the 41 administrators have 25 or more years of experience
- Currently one (1) opening for administrators
- Turnover rated projected at a rate of 5% this year
- Currently 33,322 students enrolled, number increasing each year
- One (1) administrator will not return for 2015-2016 school year

As always, your consideration of this request is appreciated. If I can be of any further assistance, please let me know.

Sincerely,

Van Alexander, Associate Superintendent
DeSoto County Schools

RECEIVED
OFFICE OF THE
SUPERINTENDENT
MAY 11 11 10 AM '15

Harrison County School District

HENRY ARLEDGE
SUPERINTENDENT

11072 Highway 49
Gulfport, MS 39503
(228) 539-6500
Fax (228) 539-6507

E. MITCHELL KING
ASST. SUPERINTENDENT

May 6, 2015

Ms. Sandra Hilliard
Mississippi Department of Education
P.O. Box 771
Jackson, MS 39205

Dear Ms. Hilliard:

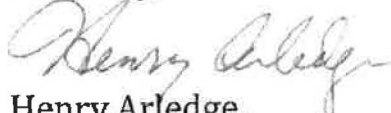
The Harrison County School District is requesting an internship sabbatical for Alyson Saucier, a teacher at the Child Development Center in our district. Ms. Saucier has been accepted into the Principal Corps Program at the University of Mississippi (copy of acceptance letter enclosed).

Like most Mississippi school districts, we are faced with the continuing challenge of providing high quality leadership for our schools. Our Statement of Need is based on the following factor(s).

- Challenges finding qualified administrators to staff schools
- District serves approximately 14,500 students in 22 schools
- Current vacancies for assistant principals
- District needs quality trained administrators to lead the schools and better serve those students with special needs.

Thank for your consideration. If you need additional information or have any questions please feel free to contact my office direct number at (228) 539-6503.

Sincerely,



Henry Arledge,
Superintendent

HA/jlt



Hattiesburg Public School District

James Q. Bacchus, *Superintendent*

May 6, 2015

Ms. Sandra Hilliard
Mississippi Department of Education
P.O. Box 771
Jackson, MS 39205

Dear Ms. Hilliard:

The Hattiesburg Public School District is requesting an internship sabbatical for Tristal Watson, a teacher at N.R. Burger Middle School in our district. Ms. Watson has been accepted into the Principal Corps Program at the University of Mississippi (copy of acceptance letter enclosed).

Like most Mississippi school districts, we are faced with the continuing challenge of providing high quality leadership for our schools. Our Statement of Need is based on the following factor(s).

- Extremely difficult to recruit highly qualified teachers and administrators because of high rate of poverty.
- Currently nine (9) schools, nine (9) principals, twelve (12) assistant principals and several other administrators in the district.
- Currently possible eight (8) administrative openings
- Current principals are seeking Central Office administrative positions and one (1) is eligible for retirement.

Thank you and your department for your support.

Sincerely,

James Q. Bacchus
Superintendent

05 06 PM 12 12 MAY 2015

THE OFFICE OF
EDUCATOR QUALITY

301 Mamie Street • Hattiesburg, MS 39401 • P.O. Box 1569 • Hattiesburg, MS 39403-1569
Phone (601) 582-5078 • Fax (601) 582-7839



Marshall County School District

122 South Spring Street
Holly Springs, Mississippi 38635
(662) 252-4271

Jerry Moore, Superintendent
Gary Hannah, Deputy Superintendent

May 8, 2015

Ms. Sandra Hilliard
Mississippi Department of Education
P.O. Box 771
Jackson, MS 39205

Dear Ms. Hilliard:

The Marshall County School District (MCSD) is requesting an internship sabbatical for Ms. Elizabeth Towle, a teacher at Byhalia Middle School in our district. Ms. Towle has been accepted into the Principal Corps Program at the University of Mississippi. The letter acknowledging her acceptance is included with this letter.

Like most Mississippi school districts, we are faced with the continuing challenge of providing high quality leadership for our schools. Our Statement of Need is based on the following factors:

- The MCSD is noted as a critical needs area, thus making it difficult, not only to recruit teachers, but also administrators
- The MCSD typically loses 2 administrators per year to more urban school districts
- The MCSD has a high poverty rate, thus making recruitment and retention of staff difficult
- The MCSD will have several administrative openings based upon retirement prospects for the 16-17 school year
- The MCSD's student population, based on industry projections and economic development, should increase within the next two years, bolstering the need for additional administrators within our district

I greatly appreciate your support with this matter. If there is anything further you need from me, please do not hesitate to contact me.

Sincerely,

Jerry O. Moore

5 - 8 PM 11 MAY 2015
THE OFFICE OF
EDUCATOR QUALITY



Brenda J. Hopson, Superintendent of Education

Quitman County Central Office • Marilyn Autman, Administrative Assistant/Accounts Payable • Miron Thompson, Business Manager • Sharan Farmer, Payroll/Insurance P. O. Drawer E • Marks, MS 38646 • 662-326-5451 • Fax: 662-326-3694 • qcschools.org

May 11, 2015

Ms. Cerissa Neal
Bureau Director
Mississippi Department of Education Office of
Educator Licensure
P.O. Box 771
Jackson, MS 39205-0771

Dear Ms. Neal,

The Quitman County School District is requesting approval to participate in the Mississippi School Administrator Sabbatical program for the 2015-2016 school year. We are located in the Mississippi Delta with a high poverty rate. Currently, we have nine administrators on staff. Of the nine administrators, four are able to retire because of their years of experience. In addition, because of where we are located, it is sometimes difficult to recruit and retain quality teachers and administrators. Therefore, we must build capacity within our district and grow or own teachers and administrators.

If given the opportunity, we would like to take full advantage of this opportunity to increase our pool of quality, licensed administrators.

Thanking you in advance for your consideration in this matter.

Sincerely,

Brenda J. Hopson
Superintendent

THE OFFICE OF
EDUCATOR QUALITY
MAY 12 AM 9:44



Rankin County School District

Unleashing the Possibilities

Dr. Lynn Weathersby

Superintendent of Education

POST OFFICE BOX 1359
BRANDON, MS 39043
601-825-5590
FAX 601-825-2618
www.rcsd.ms

May 12, 2015

Ms. Sandra Hilliard
MS Dept. of Education
P.O. Box 771
Jackson, MS 39205

Dear Ms. Hilliard:


The Rankin County School District is requesting an internship sabbatical for Melanie Wells, a teacher at Richland High School in our district. Ms. Wells has been accepted into the Principal Corps Program at the University of Mississippi.

Like most Mississippi school districts, we are faced with the continuing challenge of providing high quality leadership for our schools. Our Statement of Need is based on the following factors.

The Rankin County School District continues to be one of Mississippi's fastest growing school districts. Our District serves approximately 19,000 students in 28 schools. As our school district continues to grow, so does our need for highly qualified school administrators. We currently have eight vacancies and anticipate the need for additional administrators over the next three years. The Rankin County School District currently has fifteen administrators with 25 or more years' experience.

Please approve our request for participation by Rankin County School District and this candidate in the Mississippi School Administrator Sabbatical Program. I would like to thank the Mississippi School Administrator Sabbatical Program and the Mississippi Department of Education for their support.

Sincerely,


Dr. Lynn Weathersby
Superintendent
Rankin County School District

Brandon

Rouse Elementary (K-1)

StoneBridge Elementary (2-3)

Brandon Elementary (4-5)

Brandon Middle (6-8)

Brandon High (9-12)

RCSD Learning Center (K-12)

Florence

Steen's Creek Elementary (K-2)

Florence Elementary (3-5)

Florence Middle (6-8)

Florence High (9-12)

McLaurin

McLaurin Elementary (K-6)

McLaurin High (7-12)

Northwest Rankin

Flowood Elementary (K-5)

Highland Bluff Elementary (K-5)

Northshore Elementary (K-5)

Northwest Rankin Elementary (K-5)

Oakdale Elementary (K-5)

Northwest Rankin Middle (6-8)

Northwest Rankin High (9-12)

Pelahatchie

Pelahatchie Elementary (K-6)

Pelahatchie High (7-12)

Pisgah

Pisgah Elementary (K-6)

Pisgah High (7-12)

Puckett

Puckett Attendance Center (K-12)

Richland

Richland Elementary (K-2)

Richland Upper Elementary (3-6)

Richland High (7-12)

2015 MAY 13 PM 11 51
THE OFFICE OF
EDUCATOR QUALITY

Mr. Sammie Ivy
Office of the Superintendent
SOUTH DELTA SCHOOL DISTRICT

Post Office Box 219
Rolling Fork, Mississippi 39159

Telephone: 662-873-4302
Fax: 662-873-6114

May 8, 2015

Ms. Cerissa Neal, Executive Director
Office of Education Quality
Mississippi Department of Education
Post Office Box 771
Jackson, MS 39205-0771

Dear Ms Neal:

The South Delta School District which serves Sharkey and Issaquena Counties is located 45 miles south of Greenville, MS and 45 miles north of Vicksburg, MS with limited housing for incoming teachers and administrators. The district's location, the rural isolated Delta, makes it most difficult in recruiting highly qualified teachers and strong leaders. Last spring/summer we used Title VI funds to provide new teachers a \$2,000 signing bonus, and will do likewise during recruitment for the 2015-16 school year. The three major means of employment in the area are public school system, community hospital, and farming. Therefore, the district is experiencing a significant decline in enrollment from year to year because of a lack of employment and the need for parents to relocate in a more promising and productive areas.

Long-term leadership is the key ingredient for progressive school district and schools. Therefore, stability within the district is most imperative in affording students a quality education with the evidence of improved student achievement from year to year. There is a shortage of administrators in the Delta, and this makes it very difficult for districts to bring administrators in from other areas, and at the same time establish stability in schools. Regretfully, at South Delta High and Elementary School, for example we have employed five principals within four and a half years. The teachers and students have spent most of their time adjusting to a new administration. The High School has been identified as a focus school for the 2014-15 school year. Unfortunately, the High School will have a new principal for the 2015-16 school year – six principals have served the district well over a long period of time.

The district must act now in working toward replacements for administrators. Not someone from a far away town/city who will only be with the district for a semester, a year or two, but individuals within the district that we know with educational leadership training and on-the-job experience will make excellent administrators and serve the district/schools with outstanding leadership for a period of time not less than five years. The data also show that there is a dire need for highly qualified teachers in the school and housing for out-of-district teachers. The district made tremendous strides in recruiting last year, and will put forth even more concerted effort this year in recruitment process and affording incentives for employment.

THE OFFICE OF
EDUCATOR QUALITY

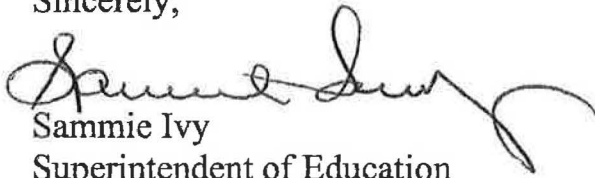
2015 MAY 12 PM 9:16

There is one individual that I would like to recommend for the Mississippi School Administrator Sabbatical Program for the 2015-16 school year.

Therefore, it is my request based on my discussion in this letter and the attached supporting data, that the South Delta School District is approved as a Mississippi School Sabbatical Program for the 2015-16 school year.

If you have concerns or questions, please do not hesitate to contact me by calling 662-873-4302 or e-mailing me at sivy@southdelta.k12.ms.us.

Sincerely,



Sammie Ivy
Superintendent of Education

Request for a Sabbatical District

Supporting Data

The Number of Current and/or Anticipated Vacancies:

- **South Delta Elementary – 8**
- **South Delta Middle – 3**
- **South Delta High – 5**

The Number of Current Administrators With Over 25 Years of Experience:

- **1**

The rate of Administrator Turnover each year:

- **1**

The Number of Administrators Needed for the 2015-16 School Year:

- **2**

WestTallahatchieSchoolDistrict

P.O. Box 129
Webb, Mississippi 38966
OFFICE OF THE SUPERINTENDENT

DSU

DR. DARRON L. EDWARDS
Superintendent

Phone: 662.375.9291
Fax: 662.375.9294



May 6, 2015

Cerissa Neal, Bureau Director
Mississippi Department of Education
Office of Educator Licensure
Post Office Box 771
Jackson, MS 39205-0771

Dear Ms. Neal:

The West Tallahatchie School District is pleased to accept the invitation to participate in the Mississippi School Administrator Sabbatical Program for the 2015 -2016 school year. We are located in a rural area in the Mississippi Delta with a high poverty rate. Currently, we have eight administrators on staff. Of the eight, fifty percent (50%) have less than 5 years of administrative experience within the district and eighty-seven percent (87%) live outside of the district and commute to work daily.

We are in need to recruit teachers with administrator leadership to fill our district pipeline in the midst of shortage.

We would like to take advantage of this excellent opportunity to increase our pool of licensed administrators.

Thank you for your consideration.

Sincerely,

Dr. Darron L. Edwards .Ph.D.
Superintendent of West Tallahatchie School District

5 8 PM 11 MAY 2015
THE OFFICE OF
EDUCATOR QUALITY

YAZOO CITY MUNICIPAL SCHOOL DISTRICT

"Building an Academic Dynasty"

Arthur Carlidge, Ed.D., Superintendent
Post Office Box 127 Yazoo City, Mississippi 39194

May 12, 2015

Mississippi Department of Education
Attn: Mrs. Sandra Hillard
359 North West Street P.O. Box 771 Jackson, MS 39205-0771

Dear Mrs. Hillard:

RE: Mississippi School Administrators Sabbatical Program for 2015-16

The Yazoo City Municipal School District is a small rural school district in the Mississippi Delta with a high poverty area. We currently have 16 administrators and 5 of have 25 or more years.

The Yazoo City Municipal School District is in need of quality trained administrators to lead our schools and better serve our students.

We would like to increase our pool of capable administrators and would like to participate in the Mississippi Administrator Sabbatical Program.

Thank you for your consideration.

Respectful,



Dr. Arthur Carlidge, Superintendent

THE OFFICE OF
EDUCATOR QUALITY
MAY 13 AM 9:16