

Jump-starting Your Job Search



2021-2022

An Educator's Guide to the

South Dakota Teacher Placement Center

a service hosted by



SD TEACHER PLACEMENT CENTER

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MISSION STATEMENT

The South Dakota Teacher Placement Center assists educators and educational institutions by communicating professional employment opportunities.

The South Dakota Teacher Placement Center (SDTPC) exists to serve you and the schools. For more information please contact the South Dakota Teacher Placement Center at 605.773.2508.

The South Dakota Teacher Placement Center began in December of 1936 under the Unemployment Compensation Commission, renamed the Department of Labor in 1975. The department supervisor was responsible for Center activities from 1936 through 1939. Gene Jorgenson was the first director in 1940. Since 1940 there have been ten directors. From 1943 through 1947, the World War II Era, the South Dakota Teacher Placement Center was not in service. The Center reopened in 1947 with D. Walter Jerde as the director.

Due to federal funding cuts, the State of South Dakota decided to discontinue the service. The ASBSD Board of Directors believed the services of the Center were valuable to teachers, administrators and schools in South Dakota. On January 1, 1987 ASBSD assumed control and named Jay Ruckdaschel as director. It has been managed by ASBSD since that time.

GOAL OF THE SDTPC

The SDTPC assists school districts by providing services for administrators and teachers seeking employment in the field of education.

VACANCY LISTS

Listings of elementary, secondary, administrative, college and other educational openings are available on line at www.asbsd.org/teacher or mailed weekly from February through August and bi-weekly from September through January to members who pay the \$40.00 mailing/printing cost. Member schools may access vacancy lists directly and can list their vacancies. Member schools pay an annual fee to list vacancies in their districts. For this fiscal year, a service fee of \$435 has been set for school districts and other educational institutions using the service in South Dakota and \$650 for out-of-state users. Prospective teachers or in-service teachers looking for openings can register free on the SDTPC website. <http://teacher.asbsd.org/>

INFORMATION SERVICE

The director of SDTPC is available for meetings, conventions and college visitations. Statistics for the Center are compiled and shared with the public.

PUBLIC, NON-PUBLIC & BIA ELEMENTARY & SECONDARY SCHOOL MEMBERS

For this fiscal year, a service fee of \$435 has been set for school districts and other educational institutions using the service in South Dakota and \$650 for out-of-state users.

SDTPC ADVISORY COMMITTEE MEMBERS:

- Chairman, Ryan Noyes – Elementary Principal, Pierre (2003)
- Quinn Lenk - Director, Northwest Area Schools Ed Coop, Isabel (2018)
- James Bridge - Superintendent, Hanson (2017)
- Sarah Lutz - Elementary Teacher, Pierre (2017)
- Betsy Mitchell - Elementary Teacher, Eagle Butte (2010)
- Mike Ruth – Superintendent, Iroquois (2008)
- Jane Cronin- Department of Education (2022)

FUNCTIONS OF THE ADVISORY COMMITTEE

- Evaluate services to schools and individual members of SDTPC and offer suggestions of improvement
- Recommend enrollment fees for schools and fees for other SDTPC services
- Assess the effectiveness of the SDTPC software program
- Act as a sounding board for the SDTPC
- Make suggestions for Advisory Committee Membership

South Dakota has a seasoned, quality teaching presence in the public schools. A substantial number of South Dakota's teachers are at or near retirement age. The implications of having approximately one-third of the active teaching force near retirement for both the school systems of South Dakota and the Teacher Preparation Programs are obvious. There will continue to be a need to hire replacements for these seasoned professionals to maintain the quality level of teaching staff in our schools.

Many graduates from South Dakota's Teacher Training Programs, as well as other professional programs, seek employment outside South Dakota. Consequently, South Dakota's School Systems will be competing with schools systems across the nation for teacher education graduates. Additionally some of South Dakotas' teacher education graduates will be lost to education as employers outside of the field of education target them for employment.

The high demand fields in South Dakota identified from the listings of the South Dakota Teacher Placement Center remain as Special Education, Mathematics, Science, Music, Foreign Language and English. Small school districts and school districts in sparsely populated portions of South Dakota sometimes have difficulty attracting candidates, yet these positions can be among the most rewarding and fulfilling of positions. Many school districts are turning to distance learning options to provide the required broader spectrum of educational options to qualify their students for South Dakota's State Board Requirements and the Regents Opportunity Scholarships.

Home page of the South Dakota Teacher Placement website:

<http://teacher.asbsd.org/Login.aspx>

[ASBSD Home](#) | [Version Info](#) | [Log In](#)



TEACHER PLACEMENT

[Teacher Certification](#) [Jump Starting Your Job Search](#)

Welcome...

To the Associated School Boards of South Dakota's Web Site!

For questions or login information, email esomsen@asbsd.org or call Emily 605 773-2508.

Enter Login Information

User Name

Password

Login

[Forgot Password?](#)

New User?

[Teachers/Administrators - Register Here](#)

2020-2021

	<u>Sept.</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>March</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>July</u>	<u>Aug</u>
Administration	3	4	9	11	17	25	35	32	19	11	6	4
Coaching	1	11	0	0	30	58	70	82	77	32	19	3
Counselor	0	2	1	4	7	17	18	13	20	11	11	3
Special Ed, Early Childhood	13	15	14	15	24	45	57	71	46	32	48	24
Elementary Teachers	5	9	6	14	21	35	52	69	51	38	27	17
Math	4	5	4	7	9	21	23	52	18	9	6	3
Art/Music/Health/PE	2	9	6	7	21	42	49	45	34	24	17	4
English/Language Arts	4	8	5	5	4	34	51	52	38	22	16	8
Foreign Language	0	2	1	2	2	6	12	10	7	2	2	2
Science	4	7	4	7	7	15	41	38	31	19	8	5
Social Science	3	6	3	4	5	8	29	33	18	16	7	2
Speech Therapist/Pathologist	2	7	7	9	9	11	13	14	8	8	6	2
School Psychologist	0	0	0	0	0	4	5	4	5	3	1	1
Career & Technical Education	3	3	2	2	8	16	24	23	22	19	10	7
Other: Technology Ed, Driver's Ed, Library Specialist	3	0	3	2	4	10	14	13	4	8	9	4
	47	88	65	89	168	347	493	551	398	254	193	89

SD Teacher Placement Center Data

2019-2020 STAFF INFORMATION - INSTRUCTIONAL POSITIONS



as of 12/7/2020

Total Teachers	ETHNICITY						AVERAGE YRS OF TEACHING EXPERIENCE							
	Asian	Black	Hispanic	Native American	White	Multi Race	0	1 to 3	4 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26+
Certified Teacher	38.88	19.87	2.00	130.21	9,350.99	113.76	418.05	1,292.52	972.49	1,806.42	1,418.44	1,236.52	989.08	1,522.19
Non-Authorized Teacher	5.23	2.13	0.00	0.82	162.29	3.67	41.98	52.39	17.69	23.89	16.54	11.42	5.65	4.58
Non-Certified Teacher	0.00	1.00	0.00	9.50	40.25	0.00	16.10	22.94	7.39	0.50	1.62	1.00	1.00	0.20
Total	44.11	23.00	2.00	140.53	9,553.53	117.43	476.13	1,367.85	997.57	1,830.81	1,436.60	1,248.94	995.73	1,526.97

Total Teachers	FTE	AGE				EDUCATIONAL PREPARATION				
		20-30	31-40	41-50	51+	Bachelors	Masters	Specialist	Doctorate	Unknown

Pre-Kindergarten

Certified Teacher	74.76	13.44	21.61	22.60	17.11	64.96	9.80	0.00	0.00	0.00
Non-Authorized Teacher	2.00	0.00	1.00	1.00	0.00	1.00	1.00	0.00	0.00	0.00
Non-Certified Teacher	5.33	0.80	1.53	3.00	0.00	0.00	0.00	0.00	0.00	5.33

Elementary School

Certified Teacher	4,278.67	914.06	1,219.42	1,014.82	1,130.37	2,832.47	1,423.14	13.66	5.74	3.66
Non-Authorized Teacher	30.38	6.96	12.09	7.14	4.19	23.51	6.55	0.00	0.18	0.14
Non-Certified Teacher	18.49	5.45	4.01	6.78	2.25	1.00	0.00	0.00	0.00	17.49

Middle School/Jr High School

Certified Teacher	1,728.50	331.18	472.85	442.83	481.64	1,034.19	669.22	13.21	7.61	4.27
Non-Authorized Teacher	42.83	20.12	8.48	9.92	4.31	29.27	11.84	0.76	0.25	0.71
Non-Certified Teacher	7.65	2.22	2.44	2.05	0.94	4.19	0.36	0.00	0.00	3.10

High School

Certified Teacher	2,329.40	398.30	619.14	581.95	730.01	1,302.75	952.02	16.99	25.57	32.07
Non-Authorized Teacher	50.59	20.38	13.31	13.57	3.33	36.73	11.02	0.07	1.56	1.21
Non-Certified Teacher	16.11	5.03	4.35	3.91	2.82	4.23	1.14	0.00	0.00	10.74

Special Education - Early Childhood

Certified Teacher	103.38	25.60	32.22	18.82	26.74	70.46	31.42	1.50	0.00	0.00
Non-Authorized Teacher	2.06	0.06	1.00	1.00	0.00	1.06	1.00	0.00	0.00	0.00
Non-Certified Teacher	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

KG - 12 Special Education

Certified Teacher	1,077.87	250.44	291.42	249.77	286.24	653.59	410.25	11.17	2.86	0.00
Non-Authorized Teacher	38.56	17.70	8.54	9.28	3.04	30.80	7.76	0.00	0.00	0.00
Non-Certified Teacher	2.97	1.97	1.00	0.00	0.00	0.00	0.00	0.00	0.00	2.97

Deaf/Hearing Impaired or Blind/Visually Impaired

Certified Teacher	1.98	0.00	0.00	1.08	0.90	0.00	1.48	0.00	0.50	0.00
Non-Authorized Teacher	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Non-Certified Teacher	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Librarian - Media

Certified Teacher	61.15	1.20	10.25	17.58	32.12	29.53	31.23	0.39	0.00	0.00
Non-Authorized Teacher	7.72	0.00	2.25	2.92	2.55	4.47	3.25	0.00	0.00	0.00
Non-Certified Teacher	0.20	0.00	0.00	0.00	0.20	0.20	0.00	0.00	0.00	0.00

Teacher Salary	Average Full-Time Salary	SALARY, By Enrollment			SALARY, By Age				SALARY, By Educational Preparation				
		0-200	201-600	Over 601	20-30	31-40	41-50	51+	Bachelors	Masters	Specialist	Doctorate	Unknown

Pre-Kindergarten

Certified Teacher	\$45,725	\$43,061	\$43,664	\$49,923	\$39,840	\$45,520	\$46,891	\$49,067	\$45,293	\$48,585	\$0	\$0	\$0
Non-Authorized Teacher	\$44,898	\$0	\$47,369	\$42,427	\$0	\$47,369	\$42,427	\$0	\$47,369	\$42,427	\$0	\$0	\$0
Non-Certified Teacher	\$21,637	\$20,678	\$22,013	\$0	\$19,791	\$25,134	\$20,346	\$0	\$0	\$0	\$0	\$0	\$21,637

Elementary School

Certified Teacher	\$48,891	\$43,803	\$45,557	\$50,385	\$42,343	\$47,302	\$50,291	\$54,642	\$46,258	\$54,053	\$55,241	\$56,081	\$43,349
Non-Authorized Teacher	\$43,746	\$41,383	\$41,752	\$44,772	\$40,810	\$43,496	\$44,487	\$48,080	\$42,344	\$48,553	\$0	\$50,584	\$45,410
Non-Certified Teacher	\$26,628	\$37,953	\$36,007	\$21,897	\$27,662	\$32,355	\$24,441	\$20,510	\$37,201	\$0	\$0	\$0	\$26,024

Middle School/Jr High School

Certified Teacher	\$49,321	\$43,893	\$45,704	\$50,570	\$42,523	\$46,701	\$50,644	\$55,353	\$46,178	\$54,000	\$54,185	\$59,239	\$44,729
Non-Authorized Teacher	\$43,832	\$40,841	\$41,467	\$44,807	\$41,258	\$45,437	\$45,799	\$48,166	\$41,818	\$48,541	\$51,708	\$46,466	\$38,985
Non-Certified Teacher	\$39,977	\$41,723	\$39,999	\$39,544	\$36,092	\$38,128	\$43,866	\$45,471	\$38,865	\$40,350	\$0	\$0	\$41,437

High School

Certified Teacher	\$49,485	\$43,881	\$45,902	\$51,363	\$42,155	\$46,807	\$50,919	\$54,614	\$46,249	\$53,714	\$58,227	\$54,821	\$46,530
Non-Authorized Teacher	\$43,942	\$41,987	\$42,482	\$44,949	\$41,011	\$45,581	\$45,409	\$49,345	\$42,232	\$48,548	\$54,114	\$53,249	\$41,297
Non-Certified Teacher	\$41,369	\$40,104	\$38,008	\$44,881	\$36,544	\$38,865	\$39,936	\$55,827	\$37,750	\$40,591	\$0	\$0	\$42,877

Special Education - Early Childhood

Certified Teacher	\$49,646	\$39,364	\$49,420	\$49,678	\$42,776	\$47,824	\$48,737	\$59,059	\$46,422	\$56,530	\$56,882	\$0	\$0
Non-Authorized Teacher	\$46,173	\$0	\$43,025	\$46,267	\$43,025	\$43,064	\$49,470	\$0	\$43,062	\$49,470	\$0	\$0	\$0
Non-Certified Teacher	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

KG-12 Special Education

Certified Teacher	\$48,619	\$44,018	\$45,541	\$49,787	\$42,139	\$46,685	\$50,658	\$54,477	\$45,639	\$53,139	\$55,423	\$54,546	\$0
Non-Authorized Teacher	\$44,965	\$38,783	\$40,053	\$46,498	\$40,288	\$46,190	\$48,349	\$58,423	\$43,574	\$50,487	\$0	\$0	\$0
Non-Certified Teacher	\$37,242	\$0	\$0	\$37,242	\$37,618	\$36,500	\$0	\$0	\$0	\$0	\$0	\$0	\$37,242

Deaf/Hearing Impaired or Blind/Visually Impaired

Certified Teacher	\$60,850	\$0	\$52,305	\$64,390	\$0	\$0	\$53,605	\$69,543	\$0	\$62,788	\$0	\$55,114	\$0
Non-Authorized Teacher	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Non-Certified Teacher	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Librarian - Media

Certified Teacher	\$52,847	\$50,822	\$50,136	\$53,574	\$45,124	\$49,424	\$50,525	\$55,499	\$50,930	\$54,607	\$57,008	\$0	\$0
Non-Authorized Teacher	\$45,471	\$0	\$33,365	\$50,576	\$0	\$34,529	\$46,565	\$53,872	\$39,084	\$54,255	\$0	\$0	\$0
Non-Certified Teacher	\$47,245	\$0	\$47,245	\$0	\$0	\$0	\$0	\$47,245	\$47,245	\$0	\$0	\$0	\$0

Certified: Person who is fully certified through the Department of Education (DOE).

Non-Authorized: Person holding an active certificate but is not authorized for one or more current assignments.

Non-Certified: Person who does not hold an active certificate.

Pre-Kindergarten teachers are not required to be certified.

2019-2020 STAFF INFORMATION - FTE, By Reporting Type

as of 11/13/2020



SCHOOL DISTRICT ADMINISTRATORS	Certified Administrators		Non-Authorized Administrators		Non-Certified Administrators		TOTAL
	Female	Male	Female	Male	Female	Male	
Assistant Elementary Principal/Building Manager	11.68	5.20	0.31	0.00	0.00	0.00	17.19
Assistant High School Principal/Building Manager	14.22	28.65	0.31	2.50	0.00	0.00	45.68
Assistant Middle/Junior High Principal/Building Manager	13.22	14.45	0.31	0.30	0.00	0.00	28.28
Assistant Superintendent	2.00	3.00	0.75	0.00	0.00	0.00	5.75
Elementary Principal/Building Manager	93.23	81.94	2.60	0.40	0.00	1.00	179.17
High School Principal/Building Manager	24.68	64.63	0.00	0.00	0.00	0.00	89.31
Middle School/Junior High Principal/Building Manager	22.76	48.44	0.00	0.40	0.00	0.00	71.60
CEO	2.00	1.30	0.00	0.00	1.00	0.00	4.30
Superintendent	21.93	90.51	0.45	3.00	0.00	0.00	115.89
Admin/Alternative Certification Superintendent	2.30	2.00	0.00	0.00	0.00	0.00	4.30
Admin/Alternative Certification KG-12 Principal	1.00	2.50	0.00	0.00	0.00	0.00	3.50
Total School District Administrators	209.02	342.62	4.73	6.60	1.00	1.00	564.97

TEACHING POSITIONS	Certified Teachers		Non-Authorized Teachers		Non-Certified Teachers		TOTAL
	Female	Male	Female	Male	Female	Male	
Deaf/Hearing Impaired or Blind/Visually Impaired	1.98	0.00	0.00	0.00	0.00	0.00	1.98
Elementary School	3,794.97	483.70	22.88	7.50	14.82	3.67	4,327.54
High School	1,320.80	1,008.60	28.10	22.49	2.92	13.19	2,396.10
Jr High School / Middle School	1,169.41	559.09	24.23	18.60	4.63	3.02	1,778.98
Librarian - Media	58.27	2.88	7.72	0.00	0.20	0.00	69.07
Pre-Kindergarten	74.76	0.00	2.00	0.00	5.33	0.00	82.09
Special Education - Early Childhood	102.38	1.00	2.06	0.00	0.00	0.00	105.44
Special Education	977.50	100.37	32.27	6.29	2.97	0.00	1,119.40
Total Teaching Positions	7,500.07	2,155.64	119.26	54.88	30.87	19.88	9,880.60

EDUCATION SPECIALIST POSITIONS	Certified Ed Spec		Non-Authorized Ed Spec		Non-Certified Ed Spec		TOTAL
	Female	Male	Female	Male	Female	Male	
School Counselor	287.91	54.93	0.00	0.00	0.00	0.00	342.84
School Psychologist	36.70	13.10	0.00	0.00	0.00	0.00	49.80
Total Education Specialist Positions	324.61	68.03	0.00	0.00	0.00	0.00	392.64

EDUCATION SPECIALIST POSITIONS	Has Endorsement		Doesn't Have Endorsement		TOTAL
	Female	Male	Female	Male	
* Business Manager	20.00	8.00	95.78	24.70	148.48
* Curriculum Specialist/Coordinator	7.80	2.00	11.56	0.69	22.05
* Instructional Coach (works with staff)	65.32	10.11	6.85	2.15	84.43
* Mentor School Counselor	0.00	0.00	0.00	0.00	0.00
* Mentor Teacher	15.00	1.00	0.00	0.00	16.00
* Special Education Director	7.12	2.10	36.68	5.80	51.70
* Student Advisor	12.49	4.28	14.30	2.40	33.47
* Technology Coordinator	4.05	10.97	18.98	41.14	75.14
* Technology Integrationist	3.00	3.00	6.50	4.25	16.75
Total Education Specialist Positions	134.78	41.46	190.65	81.13	448.02

Certified: Person who is fully certified through the Department of Education (DOE).

Non-Authorized: Person holding an active certificate but is not authorized for one or more current assignments.

Non-Certified: Person who does not hold an active certificate.

Has endorsement: Person who is fully certified through the Department of Education (DOE)

Doesn't have endorsement: Person who does not hold an active certificate or is not authorized for one or more current assignments.

* Staff in these positions are not required to meet certification requirements in the specific area.

TEACHER EMPLOYMENT STATUTES

SDCL 13-10-12 Criminal background investigation of prospective employees and student teachers--Temporary employment pending results--Fees--Exemptions. Each person over eighteen years of age hired by a school district shall submit to a criminal background investigation, by means of fingerprint checks by the Division of Criminal Investigation and the Federal Bureau of Investigation. The school district shall submit completed fingerprint cards to the Division of Criminal Investigation before the prospective new employee enters into service. If no disqualifying record is identified at the state level, the fingerprints shall be forwarded by the Division of Criminal Investigation to the Federal Bureau of Investigation for a national criminal history record check. Any person whose employment is subject to the requirements of this section may enter into service on a temporary basis pending receipt of results of the criminal background investigation. The employing school district may, without liability, withdraw its offer of employment or terminate the temporary employment without notice if the report reveals a disqualifying record. The employing school district may pay any fees charged for the cost of fingerprinting or the criminal background investigation for any person whose employment is subject to the requirements of this section. Any person hired to officiate, judge, adjudicate, or referee a public event sponsored by a school district is not required to submit to a criminal background investigation as required in this section. In addition, any person employed by a postsecondary technical institute is not required to submit to a criminal background investigation as required in this section, unless the person is a teacher who teaches an elementary or secondary level course in an elementary or secondary school facility, or unless the person is an employee, other than a teacher, whose work assignment includes working in an elementary or secondary school facility.

The criminal investigation required by this section with respect to a student teacher completing requirements for teacher certification shall be conducted by the school district. A criminal background investigation, of a student teacher, conducted by a school district may be provided to any other school in which the student engages in student teaching. The school district conducting the criminal background investigation of a student teacher may rely upon the results of that investigation for employment of that person as an employee of the district.

SDCL 13-43-5 Certificate required before contract signed--Exception when academic training being completed. A teacher may sign a contract only upon exhibition of a valid certificate to teach the courses and grades in the school contemplated under the contract and to qualify the school for accreditation. A person is eligible to sign a contract if the person is completing academic training which would qualify the person for issuance or renewal of a teaching certificate. However, if a certificate is not issued prior to the time for performance of the contract, the contract is thereafter void. Prior to making payment under the contract, the validity of the certificate shall be verified through the Department of Education's public online certification database.

SDCL 13-43-6.1 Just cause for termination or nonrenewal of teacher. A teacher may be terminated, by the school board, at any time for just cause, including breach of contract, poor performance, incompetency, gross immorality, unprofessional conduct, insubordination, neglect of duty, or the violation of any policy or regulation of the school district. A school district may nonrenew a teacher who is in or beyond the fourth consecutive term of employment as a teacher with the school district pursuant to § 13-43-6.3 for just cause, including breach of contract, poor performance, incompetency, gross immorality, unprofessional conduct, insubordination, neglect of duty, or the violation of any policy or regulation of the school district.

SDCL 13-43-6.2 Written notice of intention to recommend nonrenewal--Opportunity for hearing--Time limitations. If nonrenewal of a teacher is contemplated under § 13-43-6.1, the superintendent or chief executive officer shall give written notice of an intention to recommend nonrenewal to the teacher and the school board; a written statement of the reasons for the recommendation; access to the employment records of the teacher; the opportunity to the teacher for a hearing before the school board to present reasons in person or in writing why the nonrenewal should not occur; and the opportunity to be represented. The teacher shall request the hearing as provided in § 13-43-6.9. The school board shall conduct the hearing not sooner than fourteen days,

nor later than forty-five days, after receipt of the teacher's request for hearing. The parties may waive the time limitations provided for in this section.

SDCL 13-43-6.3 Nonrenewal of teacher's contract. Until a teacher is in or beyond the fourth consecutive term of employment as a teacher with the school district, a school board may or may not renew the teacher's contract. The superintendent or chief executive officer shall give written notice of nonrenewal by April fifteenth but is not required to give further process or a reason for nonrenewal.

After a teacher is in or beyond the fourth consecutive term of employment as a teacher with the school district, §§ 13-43-6.1 and 13-43-6.2 apply to any nonrenewal of the teacher's contract. On or before April fifteenth, the superintendent or chief executive officer shall notify the teacher and the school board in writing of the recommendation to not renew the teacher's contract.

Acceptance by the teacher of an offer from the district to enter into a new contract with the teacher shall be in the manner specified in the offer. Failure of the teacher to accept the offer in the manner specified constitutes the termination of the existing contract between the teacher and the district at the end of its term.

SDCL 13-43-6.4 Nonrenewal due to staff reduction Notwithstanding 13-43-6.1 to 13-43-6.3, inclusive, if a teacher's contract is not renewed due to a reduction in staff, only written notice is required, which shall be provided by the school board to the teacher by April fifteenth.

SDCL 13-43-6.5 Termination not caused by amount of compensation A teacher's employment may not be terminated because of the amount of the teacher's compensation.

SDCL 13-43-6.6 Right to termination on statutory grounds not limited by collective bargaining agreement - Protection of teacher not limited Although a collective bargaining agreement between a district and its teachers may set forth additional specific grounds for termination or set forth provisions as procedures or notice, no agreement may limit the districts right to terminate a teacher for the grounds set forth in 13-43-6.1 to 13-43-6.2, inclusive. No agreement may limit the protection afforded to a teacher under 13-43-6.5.

SDCL 13-43-17 Professional Teachers Practices and Standards Commission There is hereby created the South Dakota Professional Teacher Standards Commission, which shall consist of seven members:

1. Six representative members who are employed as full-time teachers, at least four of whom shall be classroom teachers. None of the six representatives may be school administrators; and
2. One representative from the general public who is neither a teacher nor school board member and who is a parent of a pupil attending an approved twelve year program of education.

South Dakota Professional Teachers Practices and Standards Commission

Dept. of Education, 700 Governors Drive, Pierre, SD 57501

Telephone (605) 773-3553

<https://doe.sd.gov/professionalpractices/>

FIRST IMPRESSIONS DO COUNT

THERE IS NEVER A SECOND CHANCE TO MAKE A FIRST IMPRESSION—GET OFF TO A POSITIVE START!

- Arrive 5-10 minutes early
- Professional appearance (clothing and jewelry)
- Shake hands firmly
- The first 30 to 60 seconds make up 50% of your first impression
- Smile and be yourself
- Convey commitment to all children and the importance of education to every student
- If asked “Tell me about yourself.” Respond in 1-2 minutes (born and raised, educational qualifications, experience, current situation)

NOTE: Interviewers are not to ask personal questions (marital status, religious preference, number of children). You can volunteer that information, especially if you feel it would be advantageous. Be cautious however, not to divulge too much information that could hinder your chance of being selected.

DO YOUR HOMEWORK WELL

- Know the principal’s and/or superintendent’s name, how to pronounce them as well as the school name
- Do some research—Go to the home page of the school
- Make a positive impression by showing you did your homework – share information

SHOW OFF YOUR IDEAS & SELL YOUR BENEFITS

- Demonstrate that you are an idea person and how you would implement those ideas
- Show how your talents and ideas could relate to the position you applied for
- Talk about your positive teamwork experiences
- Accentuate the solutions you have for problems
- Talk about the special ways you have for managing the classroom – discipline and classroom management are not the same
- Talk about the positive attitude and benefits you bring to this position
- Focus on what you can do for the school—not what the school can do for you
- Demonstrate your ability to communicate—orally, in writing and listening
- Demonstrate your competence in the basic skills and human relations
- Show that you are open, a team player and would be an asset to the school

BE CONCISE, WELL ORGANIZED AND ASK GOOD QUESTIONS

- Rehearse ahead of time and have key points to convey about yourself
- Articulate well, get to the point quickly and concisely – avoid going on and on
- Talk about children and the job—not personal problems
- Talk about your ability to contribute to the overall goals of the school – research this ahead if possible
- Ask questions—facts you need to know—In-service, AYP status, priorities within the district (you can certainly access AYP information yourself from the state report card)_
<https://doe.sd.gov/reportcard/index.aspx>

**REMEMBER—SECONDS COUNT—BE PATIENT—DON’T INTERRUPT—SMILE—
SEND THE PRINCIPAL A THANK YOU NOTE THE NEXT DAY**

POTENTIAL QUESTIONS FOR TEACHER APPLICANTS

1. Tell us about your previous teaching experiences.
2. What talents do you have that will positively impact your job performance if you are hired?
3. What strategies do you employ to stimulate a “low-interest” student?
4. What is your philosophy regarding the place of “reward” in the classroom?
5. Describe your classroom management techniques and your ability to maintain a positive learning environment?
6. What are some of your most successful discipline techniques?
7. What classroom management techniques do you find effective?
8. How will you develop “self-responsibility” in your students?
9. What is your philosophy regarding professional improvement?
10. How will you integrate technology within the curriculum?
11. Why did you choose to become a teacher?
12. Summarize the importance of education in today’s world and the part public schools play.
13. What are your strengths as an educator? What are your areas for growth?
14. What was your most difficult classroom management problem? How did you resolve it?
15. Do you have a set of rules for your class? (If so tell us about them)
16. Describe behavior problems that troubled you in the past and how you resolved them.
17. Describe the format of a daily lesson that you use.
18. How would you go about meeting the different student needs and levels?
19. How do you individualize instruction for your students?
20. Describe instructional strategies you would use in the classroom that you feel effectively impact student achievement.
21. What is your philosophy regarding homework?
22. What is your philosophy regarding retention?
23. What do you feel the relationship of teacher-administrator should be?
24. What do you expect from a principal?
25. Describe how you use data in improving your teaching.
26. Describe the experience you have had in implementing a mandated or standards-based curriculum.
27. What methods have you used to informally assess student learning without grading?
28. What have you read recently or learned at a conference or meeting that led to a change in your classroom?
29. What things do you know about how elementary/middle/high school students learn that you would incorporate into your classroom planning?
30. What are the common misperceptions about you?
31. Describe how you might integrate content across curriculum areas.
32. What is your approach to writing within your content area?
33. Do you feel inclusion is important with special education students? For all sped students?
34. Do you utilize progress monitoring techniques to track student progress?
35. How do you solve conflicts?
36. What is your knowledge of the new common core standards and how do you assure that you have incorporated them into your planning?
37. What approaches would you use to communicate with parents?
38. How would students describe you?
39. Why should we offer you the position? What can you bring to the educational program in our school district that will be beneficial?
40. Do you have any questions for us?

**South Dakota Professional Teachers Practices and Standards Commission
Code of Ethics**

24:08:01:01. Meaning of terms. Terms used in this article mean:

- (1) "Code of professional ethics," the code of professional ethics set forth in chapter 24:08:03;
- (2) "Commission," the South Dakota Professional Teachers Practices and Standards Commission;
- (3) "Complainant," a person, group of persons, organization, or association who files a complaint with the commission;
- (4) "Complaint," an alleged violation of the code of professional ethics;
- (5) "Teacher," a person charged with responsibility in the field of education and certified by the secretary of the Department of Education as a teacher or other specialist employed or contracted to provide services in an educational setting;
- (6) "Respondent," a person against whom a complaint is filed;
- (7) "Education specialist," a person with specialized training or licensure, not serving as a classroom teacher, but employed or contracted to provide services in an educational setting;
- (8) "Noncertified educator," a person charged with responsibility in the field of education who is not certified by the secretary of the Department of Education as a teacher, administrator, or other education specialist, but who is employed or contracted to provide services in an educational setting; and
- (9) "NASDTEC clearinghouse," a database maintained by the National Association of State Directors of Teacher Education and Certification that contains information concerning actions on certificates, licenses, or other credentials as provided by SDCL [13-42-1](#), [13-42-28](#), and [13-42-29](#), which authorize persons to provide services in the field of education.

24:08:03:01. Obligations to students. In fulfilling their obligations to the students, educators shall act as follows:

- (1) Not, without just cause, restrain students from independent action in their pursuit of learning;
- (2) Not, without just cause, deny to the students access to varying points of view in the classroom;
- (3) Present subject matter for which they bear responsibility without deliberate suppression or distortion;
- (4) Make a reasonable effort to maintain discipline and order in the classroom and the school system to protect the students from conditions harmful to learning, physical and emotional well-being, health, and safety;
- (5) Conduct professional business in such a way that they do not expose the students to unnecessary intimidation, embarrassment, or disparagement;
- (6) Accord just and equitable treatment to every student, regardless of race, color, creed, sex, sexual preference, age, marital status, handicapping condition, national origin, or ethnic background;
- (7) Maintain professional relationships with students without exploitation of a student for personal gain or advantage;
- (8) Keep in confidence information that has been obtained in the course of professional service, unless disclosure serves professional purposes or is required by law;
- (9) Maintain professional relationships with students in a manner which is free of vindictiveness, recrimination, and harassment;
- (10) Not engage in or be a party to any sexual activity with students including sexual intercourse, sexual contact, sexual photography, or illicit sexual communication.

24:08:03:02. Obligations to the public. In fulfilling their obligations to the public, educators shall act as follows:

- (1) Take precautions to distinguish between their personal views and those of the local school district or governing body;
- (2) Not knowingly distort or misrepresent the facts concerning educational matters in direct and indirect public expressions;
- (3) Not interfere with a colleague's exercise of political and citizenship rights and responsibilities;
- (4) Not exploit the local school district or governing body for public or personal gain;
- (5) Not exploit the local school district or governing body to promote political candidates or partisan political activities;
- (6) Neither accept nor offer any gratuities, gifts, services, or things of value that impair professional judgment, offer special advantage, or provide personal benefit;
- (7) Engage in no act that results in a conviction;
- (8) Exemplify high moral standards by not engaging in or becoming a party to such activities as fraud, embezzlement, theft, deceit, moral turpitude, gross immorality, sexual contact with students, illegal drugs, or use of misleading or false statements; and
- (9) Not misuse or abuse school equipment or property.

24:08:03:03. Obligations to the profession. In fulfilling their obligations to the profession, educators shall act as follows:

- (1) Accord just and equitable treatment to all members of the profession in the exercise of their professional rights and responsibilities;
- (2) Maintain confidentiality of professional information acquired about colleagues in the course of employment, unless disclosure serves professional purposes;
- (3) Discuss professional matters concerning colleagues in a professional manner;
- (4) Accept a position or responsibility only on the basis of professional preparation and legal qualifications;
- (5) Adhere to the terms of a contract or appointment unless the contract has been altered without the consent of the affected parties, except as provided by law, legally terminated, or legally voided;
- (6) Use sound professional judgment in delegating professional responsibilities to others;
- (7) Not interfere with the free participation of colleagues in the affairs of their associations;
- (8) Not use coercive or threatening means in order to influence professional decisions of colleagues;
- (9) Not knowingly misrepresent their professional qualifications;
- (10) Not knowingly distort evaluation of colleagues;
- (11) Not criticize a colleague before students, except as unavoidably related to an administrative or judicial proceeding;
- (12) Cooperate with authorities and the commissions regarding violations of the codes of ethics of the South Dakota Professional Teachers Practices and Standards Commission and the Professional Administrators Practices and Standards Commission;
- (13) Perform duties in accordance with local, state, and federal rules and laws

2019-2020 State Profile

as of 12/10/2020

Area in Square Miles: 77,116

Student Data

Fall 2019 PK-12 Enrollment	139,442
Fall 2019 K-12 Fall Enrollment	136,133
Fall 2019 State Aid Fall Enrollment	136,519.17
Open Enrolled Students Rec'd	8,764
Home School ADM	5,250.98
December 2019 Federal Child Count	22,085
% Special Needs Students	15.8%
% Eligible for Free/Reduced Lunch	35.5%
District Dropout Rate	1.5%
District Attendance Rate	96.1%
Student to Staff Ratio	14.2
Number of Graduates	8,101

Teaching Staff Data

Average Teacher Salary	\$48,984
Avg Years of Experience	13.5
% with Advanced Degrees	37.7%
Certified Instructional Staff	9,761.0
Classroom Staff	50.6

American College Test (ACT)

English	20.7
Math	21.6
Reading	22.4
Science	22.0
Composite Score	21.8
Number Tested	5,269

State Aid Teacher Compensation

Average Teacher Compensation \$63,454

Enrollment Data

	Average Daily Attendance	Average Daily Membership
PK	3,251.104	3,405.611
KG-8	94,084.343	97,158.308
9-12	35,911.853	38,123.955
Total	133,247.301	138,687.874

State Aid Funding

General Aid	\$472,226,701
Special Education	\$60,146,421
Sparsity	\$1,963,179
Extraordinary Cost Fund*	\$2,832,506
Total State Aid	\$537,168,807

* Represents approved amount paid to districts.

Ending Fund Balance

General	\$223,268,773
Capital Outlay	\$335,250,218
Special Education	\$75,994,685
Impact Aid	\$202,890,023

Cost per ADM*

Educational Funds \$9,420

* Includes selected expenditures from General, Capital Outlay, Special Education and Pension Funds

2019 Payable 2020 Levy per Thousand

Agricultural	\$1.473
Owner Occupied	\$3.296
Other Non-Ag/Utilities	\$6.821
Special Education	\$1.616
Capital Outlay	\$3.000

2019 Payable 2020 Taxable Valuations

Agricultural	\$43,862,151,705
Owner Occupied	\$36,333,716,852
Other Non-Ag/Utilities	\$23,206,836,923
Total	\$103,402,705,480

2019-2020 State Profile

Revenue by Fund

	General	Capital Outlay	Special Education	Pension	Other Fund Data		
					Revenue	Expenditures	
Local	\$428,941,461	\$250,190,404	\$141,075,784	\$84,328	Impact Aid	\$78,284,168	
County	\$9,711,864	\$1,434,629	\$181,671	\$283	Bond Redemption	\$39,906,738	\$46,252,058
State	\$507,336,540	\$379,392	\$63,415,626	\$0	Capital Projects	\$4,796,898	\$152,309,114
Federal	\$79,993,520	\$10,253,264	\$30,417,965	\$0	Food Service	\$68,563,762	\$73,560,471
Total	1,025,983,384	\$262,257,689	\$235,091,047	\$84,610	Other Enterprise	\$9,762,014	\$11,515,315

Expenditure by Fund

	General	Capital Outlay	Special Education	Pension
K-12 Instruction	\$611,768,810	\$35,976,328	\$150,082,857	\$355,975
PK Instruction	\$5,888,243	\$78,270	\$10,157,518	\$0
Adult Instruction	\$5,609	\$0	\$0	\$0
Student/Staff Services	\$88,155,878	\$5,329,553	\$41,231,228	\$3,659
Administration Services	\$109,943,370	\$699,145	\$11,873,034	\$78,486
Fiscal Services	\$24,873,606	\$1,022,748	\$54,421	\$2,974
Fac./Acquis./Const. Services	\$33,739	\$51,414,317	\$0	\$0
Operation/Maint. Services	\$127,917,402	\$35,379,845	\$0	\$3,703
Transportation Services	\$38,712,534	\$11,025,266	\$7,073,993	\$2,028
Other Support Services	\$10,575,627	\$1,426,523	\$7,174,032	\$4,346
Community Services	\$2,307,134	\$6,006	\$0	\$2,442
Non-Programmed	\$9,653,345	\$0	\$274,869	\$1,899,413
Debt Service	\$536,144	\$102,228,425	\$0	\$0
Co-Curricular	\$43,115,128	\$4,278,742	\$0	\$2,223
Total Expenditures	\$1,073,486,569	\$248,865,168	\$227,921,951	\$2,355,250

Expenditure by Object Categories*

	Salary	Benefit	Purchased Service	Supply	Property	Other
K-12 Instruction	\$549,884,936	\$159,876,475	\$32,725,994	\$44,464,101	\$10,941,062	\$616,322
PK Instruction	\$12,606,082	\$3,988,128	\$3,994,660	\$267,004	\$68,506	\$7,711
Adult Instruction	\$17,650	\$2,499	\$164,077	\$3,520	\$0	\$7,535
Student/Staff Services	\$78,935,189	\$22,040,545	\$24,428,636	\$6,259,069	\$2,778,396	\$278,481
Administration Services	\$81,655,546	\$25,563,785	\$9,017,559	\$1,878,892	\$354,587	\$5,079,359
Fiscal Services	\$15,716,467	\$5,602,087	\$2,389,113	\$1,189,560	\$257,715	\$798,806
Fac./Acquis./Const. Services	\$31,824	\$4,344	\$15,839,648	\$1,531,390	\$181,210,765	\$4,947,047
Operation/Maint. Services	\$48,764,719	\$16,011,398	\$61,684,564	\$13,969,563	\$17,403,240	\$6,310,834
Transportation Services	\$15,810,878	\$3,652,089	\$21,752,288	\$4,818,577	\$9,890,628	\$889,772
Other Support Services	\$29,599,876	\$10,567,108	\$15,855,105	\$33,585,069	\$720,361	\$1,916,450
Community Services	\$4,579,664	\$791,194	\$1,088,675	\$647,735	\$27,387	\$67,615
Non-Programmed	\$9,728,997	\$1,922,233	\$2,559	\$1,199	\$0	\$195,197
Debt Service	\$0	\$0	\$0	\$0	\$0	\$149,243,494
Co-Curricular	\$24,761,890	\$3,559,527	\$9,368,115	\$7,018,031	\$1,847,586	\$840,943
Total Expenditures	\$872,093,718	\$253,581,412	\$198,310,993	\$115,633,710	\$225,500,233	\$171,199,566

*Expenditure category data in the above table includes the sum of ALL K-12 funds operated by the district.



VISION

Leadership to Achieve Excellence for SD Public Education

MISSION

Partnering...Advocating...Leading

BELIEFS

1. Every student has a right to a high-quality public education.
2. The strength and health of our society depends on quality public education.
3. All students can achieve in a culture of high expectations.
4. Partnerships maximize advancements in SD public education.
5. Governance is best exercised closest to the people.
6. Effective leaders value professional growth.

GOALS

1. Provide school board members and board-superintendent teams with valuable leadership development.
2. Deliver valuable, useful and accessible member services.
3. Strengthen broad-based advocacy programs.
4. Increase school board member participation and engagement.



**South
Dakota
Teacher
Placement
Center**

www.teacher.asbsd.org/

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