

Area 3: High Quality Staff

(X=Focus for identified year P=Progressing A=Achieved or Operational)

Goal 3.1: Purposely and aggressively recruit high quality candidates.

Strategy 3.1.1: Identify quality employees early.						
Action Steps						
		15-16	16-17	17-18	18-19	19-20
1	Hold Job fair for potential classified employees.	x				
2	Form relationships with universities with strong teacher programs to have students in district for many experiences.	x				
3	Connect with high school students who have skills and interest in working in the District for both certificated positions and classified positions.	x				
Strategy 3.1.2: Develop specialized questions for each position/job assignment						
Action Steps						
		15-16	16-17	17-18	18-19	19-20
1	Develop questions for each department's application to identify best job fit for the department.	x				
2	Develop interview questions to identify great candidates.	x				
Strategy 3.1.3: Track reasons for leaving the district and use the information for improvement in order to recruit employees.						
Action Steps						
		15-16	16-17	17-18	18-19	19-20
1	Inquire during exit interviews why employees are leaving the district and analyze the answers for trends.	x				
2	Action will be taken for recruitment purposes based on the surveyed information feedback.	x				
Strategy 3.1.4: Aggressively market the District						
Action Steps						
		15-16	16-17	17-18	18-19	19-20
1	Actively promote the District via building websites.	x				
2	Develop and implement primary source information using technology i.e. electronic magazines, video tapes.	x				

Goal 3.2: Provide professional development opportunities for all staff members

Strategy 3.2.1: Provide New Teacher Academy and Follow up						
Action Steps		15-16	16-17	17-18	18-19	19-20
1	Provide New Teacher Academy workshops for all new teachers.	A				
2	Provide five follow-up meetings to ensure first and second year teachers have what they need to be successful in their positions.	x				
3	Develop building mentor program for teachers who will serve as new teacher mentors and provide training for first and second year teachers.	x				
Strategy 3.2.2: Provide New Employee Academy and Follow-up						
Action Steps		15-16	16-17	17-18	18-19	19-20
1	Survey new employees twice during the first year for suggestions on what is needed to make them more successful as employees of the District	x				
2	Provide two follow-up meetings to ensure new employees have what they need to be successful employees in the District	x				
Strategy 3.2.3: Provide ongoing professional development for new and veteran certificated staff members						
Action Steps		15-16	16-17	17-18	18-19	19-20
1	Survey new and veteran certificated staff for suggestions on what is needed to make them more successful in the District	x				
2	Create PD offerings based on feedback that align PD to district, building, and individual professional goals of new and veteran certificated staff members.	x				
Strategy 3.2.4: Provide ongoing professional development opportunities for veteran classified staff members						
Action Steps		15-16	16-17	17-18	18-19	19-20
1	Survey veteran classified staff for suggestions on what is needed to make them more successful in the District	x				
2	Create PD offerings based on feedback that align PD to district, building, and individual professional goals of veteran classified staff members.	x				
Strategy 3.3.1: Seek to retain high quality certificated and classified personnel						
Action Steps		15-16	16-17	17-18	18-19	19-20
1	Continue to offer competitive salaries and benefits	x				
2	Offer and expand benefits such as medical clinic, employee assistance program, and wellness center.	x				
Strategy 3.3.2: Utilize best practices in supporting current employees						
Action Steps		15-16	16-17	17-18	18-19	19-20
1	Survey 7+year employees regarding why they have stayed and use the themes for action.	x				
2	Survey at mid-year and use feedback from current staff to implement practices to support them as employees.	x				
3	Provide training for supervisors and implement best practices for retention.	x				