



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.

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|---|---|-------|-------|-------|-------|-------|
| 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 | X | X | P | P |
| 2 | Form relationships with universities with strong teacher programs to have students in district for many experiences. | x | P | A | A | A |
| 3 | Connect with high school students who have skills and interest in working in the District for both certificated positions and classified positions. | x | P | A | P | P |
| 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 | X | P | P | A |
| 2 | Develop interview questions to identify great candidates. | x | P | P | P | A |
| 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 | P | P | X | A |
| 2 | Action will be taken for recruitment purposes based on the surveyed information feedback. | x | P | P | X | P |
| 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 | P | P | A | A |
| 2 | Develop and implement primary source information using technology i.e. electronic magazines, video tapes. | x | P | P | P | A |

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 | A | A | A | 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 | A | A | A | A |
| 3 | Develop building mentor program for teachers who will serve as new teacher mentors and provide training for first and second year teachers. | x | A | A | A | A |

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 | A | P | P | A |
| 2 | Provide two follow-up meetings to ensure new employees have what they need to be successful employees in the District | x | A | A | A | A |

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 | P | P | P | A |
| 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 | A | A | X | P |

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 | X | X | X | P |
| 2 | Create PD offerings based on feedback that align PD to district, building, and individual professional goals of veteran classified staff members. | x | P | P | P | P |

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 | A | A | P | P |
| 2 | Offer and expand benefits such as medical clinic, employee assistance program, and wellness center. | x | A | A | P | A |

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 | P | X | X | X |
| 2 | Survey at mid-year and use feedback from current staff to implement practices to support them as employees. | x | P | X | X | P |
| 3 | Provide training for supervisors and implement best practices for retention. | x | P | P | P | A |