

# GOAL AREA 7:

# Staff and Teacher Development

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## TARGET AREAS:

- ✔ RECRUITMENT
  - ✔ RETENTION
  - ✔ PROFESSIONAL DEVELOPMENT
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## TARGET AREA 1: RECRUITMENT

**Objective 1:** Enhanced interview/hiring processes that utilize best practices

STEPS	TIMEFRAME
1. Evaluate Current Process and Establish Best Practices	February 2017
2. Develop Recommendations	March 2017
3. Communicate Recommendations	March 2017
4. Implement Recommendations	March 2017
5. Measure and Report Success	August 2017

**Objective 2:** Proactive versus Reactive Student Teacher Programming

STEPS	TIMEFRAME
1. Evaluate Current Student Teacher Programming	September 2016
2. Develop Recommendations	January 2017
3. Communicate Recommendations	March 2017
4. Implement Recommendations	March 2017
5. Measure and Report Success	August 2017

### AREA OF INTEREST FOR FUTURE CONSIDERATION

- Enhance Sales Pitch - Ensure our approach to prospective employees is clear, purposeful and effective
- Outreach- Both traditional and nontraditional methods
- Job Fairs - Internal (Hosted by PL) and External
- Partnerships with diversity recruitment organizations

## TARGET AREA 2: RETENTION

### Objective 1: Increase morale

STEPS	TIMEFRAME
1. Evaluate Current Level of Morale	October 2016, 2017, 2018
2. Develop Recommendations	August 2016
3. Communicate Recommendations	August 2016
4. Implement Recommendations	August 2016
5. Measure and Report Success	January 2017, 2018

### Objective 2: Increase staff retention

STEPS	TIMEFRAME
1. Evaluate Current Level of Staff Retention and Possible Influencing Factors	May 2016
2. Develop Recommendations	June 2016
3. Communicate Recommendations	August 2016
4. Implement Recommendations	September 2016
5. Measure and Report Success	September 2016

## TARGET AREA 3: PROFESSIONAL DEVELOPMENT

### Objective 1: Establish year-long ongoing Professional Development aligned to OIP plan

STEPS	TIMEFRAME
1. Evaluate Current Professional Development Aligned to OIP Plan	Ongoing monthly
2. Develop Recommendations	
3. Communicate Recommendations	
4. Implement Recommendations	
5. Measure and Report Success	

### Objective 2: Foster high-quality professional development for all Plain Local employees

STEPS	TIMEFRAME
1. Evaluate Current Professional Development Offered	May 2016
2. Develop Recommendations	June 2016
3. Communicate Recommendations	August 2016
4. Implement Recommendations	September 2016
5. Measure and Report Success	January 2017, 2018

### AREAS OF INTEREST FOR FUTURE CONSIDERATION

- Plans to ensure quality implementation takes place after delivery of the "Big Rock"
- Define needs of teachers, admin and classified staff
- Investigate delivery options, traditional and nontraditional