

Stanton County USD 452 BOE Goal 218-2019 (BOE approved Oct. 10, 2018)

GOAL (D): Recruit and retain qualified teachers and staff.

ACTION PLAN PURPOSE: To continue to find qualified staff for all district positions and then provide individualized support and on-going training.

ACTION STEP	ACTION PLAN STRATEGY	WHO'S RESPONSIBLE	TIMELINE	EVALUATION
1	Recruitment 1. Administrators and Directors will advertise open positions locally, on the KSDE web site, and as needed to notify the public of open positions in the district. 2. The administrators/directors will interview qualified applicants. 3. Qualified applicants are recommended for hire by the BOE. 4. The district will continue to be creative and resourceful to secure the best candidate- such as Grow Your Own Program.	Superintendent Principals Directors BOE	October 2018 to August 2019	-Review advertisements and determine where we are getting the most qualified candidates- KSDE, local newspaper, district web site, word-of-mouth, etc. -New hires will receive a questionnaire during New Teacher Training to determine what recruitment strategies were effective and how to improve USD 452 recruitment. -Gather information from the successful Grow Your Own Program advantages and disadvantages for future GYO candidates.
2	Retention 1. Provide salary and benefit package that are competitive with area and league schools. Continue to meet with negotiations team to provide new incentives to staff. <hr/> 2. Survey staff on school culture and climate.	Superintendent Principals New Teacher Mentor Directors	October 2018 to August 2019	1a. Qualitative data during negotiations- What do we need to improve to retain teachers and staff? 1b. Quantitative data in April/May- How many staff are we retaining? How many are leaving 1c. Exit interview data- Why are you leaving? What could we improve in USD 452? <hr/> 2. Staff culture results. In order to improve, what are we willing to do differently?

3	Evaluation 1. Every staff will receive a minimum of one formal evaluation per school year. 2. Every first and second year teacher will receive two formal evaluations per school year. 3. Every teacher will receive EWT data throughout the school year.	Principals Superintendent Elementary Teachers (evaluate Paras)	October 2018 to June 2019	1. Principals evaluate teachers, paras, building secretaries, and custodians. 2. The Superintendent evaluates Building Principals and Directors. 3. Grade level teachers evaluate para-educators with the principal. 4. The BOE evaluates the Superintendent. The supt. evaluates the Clerk of the Board (with input from the BOE). 5. Principals, the AD and Superintendent conduct EWT's as set by their goals. *Evaluation and EWT data should lead to personalized staff development.
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SMART GOALS

Specific
Measurable
Action-oriented
Reasonable
Timebound