

Team: District Initiatives

Davaughn Thorton, Kelly McDowell, Kristi Frost, Laura Wilkes, Lisa Kepney

CUR 555

December 7, 2020

Shalonda Daniels-Pierce

District Initiatives

Planning Matrix

Goal #1 Equip and empower campus leadership faculty and staff to consistently provide research-based best practices, resulting in future-ready students.

Sub Goal	Strategies	Action	Target Date	Performance Measure
1a Continue to improve upon technology usage throughout the district	• Training Classes • Inquiry/Action Research • Study groups • Involvement in a development/ improvement Process • Online support • STEM software throughout district with no cost to families • Equip and empower campus leadership, faculty and staff	Develop policies to enhance the classroom with technology with smartphones but keep the usage to a minimal Help provide opportunities for teachers, parents, and the community to be educated on social media issues Provide and implement a security plan to protect students, parents, and teachers	Year one Year Two Year three	• Is usage kept to a minimum? • Are parents and the community being educated? • Are classes or trainings effective?
1b Provide resources and professional support for those students that are suffering from emotional, mental and behavioral needs	• Counselors • Behavioral and emotional needs training • Parent feedback • Mentoring • Research-based practices	Provide teachers with professional development that will assist them in working with students that are having behavioral and emotional issues Decrease distractions in the classroom and to implement a framework to support teachers regarding behavioral and emotional struggles of the students	Year one and two Year one	• Data collection and the district will make decisions about behavior supports

		Professional development that will encompass macro and micro aggressions and social bias related to student/teacher relationships	Year one and two	
		Use data collected throughout the district to help make decisions regarding behavior supports	Year one and two	

Goal #2 Provide safe and healthy learning environments, identify and address social, emotional and behavioral distractors, thereby improving student achievement

Sub Goal	Strategies	Action	Target Date	Performance Measure
2a Develop, implement, and monitor instructional excellence in standards and aligned instruction as well as to develop and coach the aligned instruction	• Common Assessment PD • Progress Monitoring PD • Study Groups • PLC's • Mentoring • Coaching • Research-based practices	Framework developed to better facilitate instruction in reading and writing	Year one and two	• Reading and Writing data collection
2b Guarantee the implementation of viable curriculum through assessments		District will provide campuses with professional development and training to support common assessments data and to use these as well as walkthrough observations to further improvement	Year one	• Walkthroughs • Observations

and progress monitoring		throughout the district		

Goal #3 Recruit, retain, and develop excellent and creative educators to maximize student achievement

Sub Goal	Strategies	Actions	Target Date	Performance Measure
3a Recruit quality and highly qualified teachers	- Track and analyze data - Plan early - Use online marketing - Use pipeline programs - University job fairs and career programs - Have a rigorous hiring process - Establish a talent community - Recruit auxiliary and professional personnel	All jobs are to be posted with title, campus, grade level, and subject to which there is a job available Provide competitive compensation packages. district will monitor other districts in order to maintain the highest pay range in the area in order to attract highly qualified staff members; on-going research to identify at-risk campuses in which to assess shortages in certain areas as well as try to provide smaller class sizes, additional periods off, and other incentives Highlight recruiting auxiliary and professional personnel; to include professional growth and advancement opportunities; recruiting from universities with attractive internships and student teaching opportunities New teachers will go through a process of a new	Year one Year one and two Year one	- Monitor other districts compensation packages in order to maintain highest pay range in the area - Staff Surveys

3b Retain quality and highly qualified teacher in the district	• Offer competitive salary and benefits package • Provide support • Treat teachers like professionals • Maintain highest pay in the area	teacher induction as well as a mentorship with a veteran teacher Continue to provide competitive compensation packages Continue to monitor compensation packages and provide additional compensation for at-risk campuses, shortage areas (Science, Math, Special Education), additional periods off, smaller class size, and other incentives	Year one Year one Year two	• Ongoing progressing monitoring • Staff Surveys

References

- Fica, Tori (2019). HR across industries: How to recruit and retain teachers. <https://www.bamboohr.com>
- Global Experts Accelerator (2018). <https://www.globalexpertsaccelerator.com/2018/02/27/equip-ceo/>
- Guskey, T. R. (2000). Evaluating professional development. Thousand Oaks, CA: Corwin/SAGE.
- Killeen Independent School District (2019). <http://www.killeenisd.org>
- Molony, S. (2020). *SMB Management* . <https://www.zoomshift.com/blog/employee-retention-strategie>

