



*A Plan to Improve the Quality  
Learning and Teaching  
Environment*

# What Do We Know?

- Teachers and administrators feel overwhelmed, especially new teachers
- Teachers want more opportunities to lead within our school district
- The demographics of our certified staff make it imperative that we have a staffing plan for the future

# Related Goals:

- Goal 1: Creating better support mechanisms for new certified staff
- Goal 2: Developing both formal and informal leadership opportunities within our organization for teachers
- Goal 3: Improve recruitment pool of new certified staff

# Goal 1: Creating better support mechanisms for new certified staff

## Initiative:

- 1) Provide better communication with new staff. Develop surveys and newsletters, allowing us to better monitor needs and perceptions (In Progress)
- 2) Provide monthly training and support for new administrators in Hall County (In Progress)

## Measurement:

- 1) Improve percentage of teachers returning for second year in Hall County by 5% per year for the next 3 years
- 2) Program in place and initiated by December, 2006

# Data Related to Goal 1:

- In 2002-03 Hall County Schools hired 278 new teachers. Two years later, 180 of those teachers remained in the system (64%).
- In 2003-04 Hall County Schools hired 188 new teachers. Two years later, 133 of those teachers remained in the system (70%)
- Our goal will be to retain 75% of teachers hired in 2005-06 and 80% of teachers hired in 2006-07

Goal 2: Develop both formal and informal leadership opportunities within our organization for teachers

Initiatives:

Train, certificate, and stipend the position of “Teacher Leader” (In Development)

Measurement:

50 Teacher leaders trained and certificated within 3 years.

# Goal 3: Improve recruitment pool of new certified staff

## Initiative:

Develop at least 1 Student Teaching Center with a major out-of-state teacher preparation institution (In Development with Montana State University and the University of Northern Iowa)

## Measurement:

Interview at least 10 candidates for teaching positions from these institutions within 1 year, 20 within 2 years, 30 within 3 years



- Foundational Competency*
- 21<sup>st</sup> Century Academic Rigor*
- Honorable Character and Citizenship*