

**Tactic 1:** We will create a positive culture that encourages retention of high quality teachers.

**Action Plan 1.1;** **Specific Result:** Restructure existing mentoring program for teachers.

**Administrator Responsible:**

Action Steps		Assigned To	Dates			Percent Complete
			Start	Due	Complete	
1.1.1	Designate a full-time mentor/coach leader.					0%
1.1.2	Create a district mentoring team.					0%
1.1.3	Research mentoring induction programs.					0%
1.1.4	Develop mentoring program design.					0%
1.1.5	Develop guidelines.					0%
1.1.6	Develop program evaluation.					0%
1.1.7	Evaluate and revise mentor program as needed.					0%

**Action Plan 1.2;** **Specific Result:** Enhance incentives and benefits for teachers.

**Administrator Responsible:**

Action Steps		Assigned To	Dates			Percent Complete
			Start	Due	Complete	
1.2.1	Develop a salary schedule that is competitive with surrounding districts.					0%
1.2.2	Provide performance incentives at the campus level based on accountability ratings.					0%

Action Steps		Assigned To	Dates			Percent Complete
			Start	Due	Complete	
1.2.3	Establish/Enhance benefits that encourage retention to include health insurance, life insurance, and annuity plans.					0%
1.2.4	Restructure district local leave policy.					0%
1.2.5	Establish stipend for teacher shortage areas (math, science, etc.).					0%

**Action Plan 1.3;**      **Specific Result:**      Utilize a tool/instrument to measure and improve school culture.

**Administrator Responsible:**

Action Steps		Assigned To	Dates			Percent Complete
			Start	Due	Complete	
1.3.1	Select a measurement tool/instrument. (eg: Center for Improving School Culture)					0%
1.3.2	Assess at the beginning, middle, and end of the school year.					0%
1.3.3	Compile results.					0%
1.3.4	Utilize Site-Based Decision Making Committees to analyze and investigate survey results.					0%
1.3.5	Develop recommendations for improvement.					0%
1.3.6	Implement changes.					0%
1.3.7	Continue to monitor.					0%

**Action Plan 1.4;**            **Specific Result:**    Increase teacher/staff recognition.

**Administrator Responsible:**

Action Steps		Assigned To	Dates			Percent Complete
			Start	Due	Complete	
1.4.1	Study business and education models of quality recognition programs.					0%
1.4.2	Create a bank of employee recognition ideas for administrators.					0%
1.4.3	Establish an ongoing plan for regular and consistent recognition of teachers.					0%
1.4.4	Include teacher recognition plan in administrative evaluations.					0%

**Action Plan 1.5;**            **Specific Result:**    Implement strategies that will support teacher collegiality and collaboration.

**Administrator Responsible:**

Action Steps		Assigned To	Dates			Percent Complete
			Start	Due	Complete	
1.5.1	Create time for teacher and administrator collaboration, such as common planning periods, extended day activities, in-service days, early dismissal, etc.					0%
1.5.2	Provide training to teachers and administrators on collaborative planning to turn theory into practice.					0%
1.5.3	Study possibilities for using state-allowed waiver days for structured staff development/collaboration activities.					0%

**Action Plan 1.6;**            **Specific Result:**    Provide administrators with positive, research based, effective leadership development.

**Administrator Responsible:**

Action Steps		Assigned To	Dates			Percent Complete
			Start	Due	Complete	
1.6.1	Continue with superintendent's evaluation instrument.					0%
1.6.2	Select survey tool to measure effective leadership qualities.					0%
1.6.3	Survey staff regarding effective leadership qualities of campus administrators.					0%
1.6.4	Survey campus administrators regarding effective leadership qualities of central office administrators.					0%
1.6.5	Principals determine personal and professional goals for growth based on survey results.					0%
1.6.6	Participate in leadership development activities through education service center, professional organizations, and district leadership opportunities.					0%