

Supported Staff

Attract, develop, and retain excellent staff in a quality work environment.

- A) Target staff compensation in top quartile of comparable districts.

Indicator of Success

Report of total compensation comparisons will be produced as needed for the purpose of bridging possible gaps in moving towards the top quartile.

- B) Implement a staff wellness plan that includes mindfulness training and support, community and morale building, and other opportunities that support staff health and wellness.

Indicator of Success

Wellness and training opportunities will be offered to all staff. Staff feedback will be collected on an annual basis through focus groups, surveys, or other means.

- C) Provide high quality professional development that increases the staff's capacity to collaborate, design, and implement innovative curriculum. Incorporate staff input when planning professional development.

Indicator of Success

Staff feedback, gathered through focus groups, surveys, or other means, will be used to plan and evaluate professional development.

- D) Support teachers in their pursuits of innovation in the classroom.

Indicators of Success

1. Site and district administrators will help all staff reach their potential by prioritizing formal and informal classroom visits followed by constructive and supportive feedback.
2. Innovative practices will be observed through Learning Walks, classroom visits, student work, and engagement.
3. Teachers will make use of district provided opportunities for training, collaboration, and mini-grants.

E) Maintain equitable class sizes across the district among grade levels given the budget, enrollment patterns, and class size loading guidelines.

Indicator of Success

Maintain equitable targeted class sizes.