



CAMPUS ACTION PLAN

Key Action 3: QUALITY TEACHERS & STAFF

*H. Grady Spruce High School will **Recruit, Support, and Retain** passionate, dedicated, and effective teachers and staff in order to bring about rapid and dramatic improvements in student performance.*

H. Grady Spruce High School will	
Recruit passionate and resourceful innovators,	Partner with organizations both internal (HCM, Compass) and external (TFA, Teaching Trust, etc.) to recruit, retain, and develop highly qualified teachers and staff.
	Establish and continuously improve an interview protocol that serves to find and compel talented values-aligned educators dedicated to serving H. Grady Spruce students, families, and the community of Pleasant Grove.
Support both new and veteran teachers and staff, &	Provide all new staff (both veteran and new-to-the profession) opportunities to fully integrate into the Spruce culture through a variety of experiences, including mentorships, collaboration, teambuilding, book studies, the purchase of PD presentations, and conference attendance in and out of state to assist in improving teaching techniques.
	Implement a structured mentoring program for new staff which includes peer observations, regularly scheduled trainings, needs assessments, and differentiated professional development.
	Develop support for all teachers through structured Professional Learning Community time embedded into the Master Schedule where teachers are able to learn together collaboratively both within their grade-level content teams and across interdisciplinary Pathway Teams.
	Deliver campus-based professional development that is timely, aligned to campus goals, and differentiated to teacher and staff needs.
Retain dedicated and skilled leaders.	Create multiple and varied opportunities for teacher input at various stages of their professional careers, such as establishing a veteran teacher advisory board.
	Strategically build leadership capacity by providing opportunities to build competencies and to exercise leadership.
	Design opportunities for all teachers to participate in identifying campus professional development needs as well as leading, planning and/ or delivery of effective professional development.
	Execute strategic recognitions of staff, including: Day to Day, Above & Beyond, Career, and Celebration Events.
	Support the social emotional needs of teachers and staff, recognizing Secondary Trauma and the impact it can have on teacher and staff well-being.
	Conduct regular Temperature Checks, surveying staff to find out: <ol style="list-style-type: none"> 1. What's going well right now? 2. What's one thing that could be going better? 3. What's one thing any of our school leaders could do to make your life easier? In order to respond quickly and decisively to factors that are inhibiting staff feelings of support and efficacy.