2023-24 BCSD SUCCESS PLAN ACTION STEPS

Success Plan Goal #4 - STRENGTHEN AND IMPROVE SYSTEM-WIDE OPERATIONS

Success Measure Examples:

- Culture & Climate Survey (Faculty & Staff)
- Increased pool of applicants for teaching vacancies
- Length of tenure in BCSD of highly effective teachers

Strategy: *Ensure systems of support are in place to maintain and hire qualified teachers and leaders in BCSD*		
Action(s) *The action steps required to accomplish the above goal (Hierarchy: Goal, Strategies, Objectives, Tactics)*	**Responsible Party & Timeline** *Person(s) responsible & deliverable date*	**Process Measures & Status** *Measurable evidence of actions below necessary to achieve the Success Measures*
Ensure all positions and individuals in positions comply with Civil Service and NYSED.	Marci Tiggs - June 30, 2024	• Review job descriptions, licenses, and certifications. • Make any necessary changes to job descriptions, titles, and assignments. In Process
Increase substitute teacher pool.	Marci Tiggs - Ongoing	• Have postings remain open throughout the school year, interview and onboard monthly. **Completed and ongoing**
Establish a clear hiring protocol	Marci Tiggs - March 1, 2024	• Create and communicate a *Hiring Protocol Document* **Completed**
Recruit and hire highly qualified faculty and staff Early Recruitment to backfill positions for the 2024-2025 School Year	Principals and Directors Submit vacancy notices on or before February 1, 2024, and board approval on or before June 5, 2024.	• District notification for BTA retirement award is January 16, 2024. • Principals/Directors are to submit vacancy notices on or before February 1, 2024. • Board approval of new hires on or before June 5, 2024. **Completed**
Establish a robust tenure process	Marci Tiggs - July 1, 2024	• Establish a Tenure Process document/timeline

		In Process
Complete negotiations process with BTA	District and BTA Leadership July 1, 2024	• BTA contract **Completed**