



Area 3: High Quality Staff

(X=Focus for identified year P=Progressing A=Achieved or Operational)

[CSIP Committee Groups](#)

Goal 3.1: Purposely and aggressively recruit high quality candidates.

MSIP Standard	Strategy 3.1.1: Identify quality employees early.					ISD responsible staff	Budget/Funding Source	Timeline
	Action Steps		25-26	26-27	27-28	28-29	29-30	
TL5B, TL7B, TL8A, TL8B, TL9B	1	Utilize relevant and effective recruiting opportunities including in-person, electronic and through partnerships.	A					Director of Human Resources Human Resources Budget Ongoing and Annual career fairs
TL5B, TL7B, TL8A, TL9B, CCA, CC3B	2	Form relationships with universities with strong teacher programs to have students in district for many experiences.	A					Director of Human Resources Human Resources Budget On-going
TL5B, TL7B, TL8A, TL9B	3	Connect with high school students who have skills and interest in working in the district for both certificated positions and classified positions.	A					Director of Human Resources for Certified and Classified Staff Grow Your Own Grant \$10,000 January/May
MSIP Standard	Strategy 3.1.2: Develop specialized questions for each position/job assignment.					ISD responsible staff	Budget/Funding Source	Timeline
	Action Steps		25-26	26-27	27-28	28-29	29-30	
TL7B, TL7E	1	Review and revise both interview questions and evaluations to ensure alignment.	A					Director of Human Resources for Certified and Classified Staff N/A As needed
TL5A, TL5B, TL7B, TL8A, TL9B	2	Develop interview questions to identify high-quality candidates.	A					Director of Human Resources for Certified and Classified Staff N/A As needed
MSIP Standard	Strategy 3.1.3: Track reasons for leaving the district and use the information for improvement in order to ensure alignment.					ISD responsible staff	Budget/Funding Source	Timeline
	Action Steps		25-26	26-27	27-28	28-29	29-30	
TL5C, TL5D, TL9B	1	Inquire during exit interviews why employees are leaving the district and analyze the answers for trends.	A					Director of Human Resources for Certified and Classified Staff N/A On-going as employees exit
TL5C, TL5D, TL9B	2	Action will be taken for recruitment purposes based on the surveyed information feedback.	A					Director of Human Resources for Certified and Classified Staff N/A On-going
MSIP Standard	Strategy 3.1.4: Aggressively market the district.					ISD responsible staff	Budget/Funding Source	Timeline
	Action Steps		25-26	26-27	27-28	28-29	29-30	

TL7A, TL7E TL8A, TL8B, TL9B	1	Actively promote the district via building websites and with multiple social media outlets.	A						Director of Human Resources for Certified and Classified Staff and Director of Public Relations	Human Resources Budget	On-going
TL7A, TL7E TL8A, TL8B, TL9B,	2	Develop and implement primary source information using technology i.e. electronic magazines, twitter, etc.	A						Director of Human Resources for Certified and Classified Staff and Director of Public Relations	Human Resources Budget	On-going

Goal 3.2: Provide professional development opportunities for all staff members.

MSIP Standard	Strategy 3.2.1: Provide New Teacher Academy and Follow up.							ISD responsible staff	Budget/Funding Source	Timeline
	Action Steps		25-26	26-27	27-28	28-29	29-30			
TL7B, TL7E, TL8A, TL8B	1	Provide New Teacher Academy workshops for all new teachers.	A					Assistant Superintendent Curriculum, Instruction, Assessment and Professional Development	State Professional Development Budget	August
TL8A, TL8B	2	Provide four follow-up meetings to ensure first and second year teachers have what they need to be successful in their positions.	A					Assistant Superintendent Curriculum, Instruction, Assessment and Professional Development	State Professional Development Budget	Throughout the school year
TL5C, TL5D	3	Maintain building mentor program for teachers who will serve as new teacher mentors and provide training for first and second year teachers.	A					Assistant Superintendent Curriculum, Instruction, Assessment and Professional Development	State Professional Development Budget	Every year
TL5C, TL5D	4	Use 550 and/or building mentors to meet monthly with new teachers to review key dates and timely topics.	A					Assistant Superintendent Curriculum, Instruction, Assessment and Professional Development	State Professional Development Budget and Local Funds	Every year
TL5C, TL5D	5	Create a new navigation and information resource for New Teachers.	P					Director of Human Resources for Certified and Classified Staff	General Human Resources Budget	Every year
MSIP Standard	Strategy 3.2.2: Provide New Employee Academy and Follow-up.							ISD responsible staff	Budget/Funding Source	Timeline
	Action Steps		25-26	26-27	27-28	28-29	29-30			
TL8A, TL8B	1	Survey new employees twice during the first year for suggestions on what is needed to make them more successful as employees of the District.	A					Director of Human Resources for Certified and Classified Staff	NA	Fall and Spring
TL8A, TL8B	2	Provide two follow-up meetings to ensure new employees have what they need to be successful employees in the District. (30/60 day onboarding).	A					Director of Human Resources for Classified Staff	NA	Fall
TL8A, TL8B	3	Use administrators to meet monthly with new teachers to review key dates and timely topics.	P					Director of Human Resources for Certified Staff	NA	On-going
TL8A, TL8B	4	Create a new navigation and information resource for New Employees.	X					Director of Human Resources for Certified and Classified Staff	NA	On-going

MSIP Standard	Strategy 3.2.3: Provide ongoing professional development for new and veteran certificated staff members.					ISD responsible staff	Budget/Funding Source	Timeline
	Action Steps		25-26	26-27	27-28	28-29	29-30	
TL8A, TL8B	1	Survey new and veteran certificated staff once a year for suggestions on what is needed to make them more successful in the district.	A					Director of Human Resources for Certified Staff Human Resources Budget Fall and Spring
TL8A, TL8B, TL5C	2	Create PD offerings based on feedback that align PD to district, building, and individual professional goals of new and veteran certificated staff members.	X					Assistant Superintendent Curriculum, Instruction, Assessment and Professional Development State Professional Development Budget On-going
MSIP Standard	Strategy 3.2.4: Provide ongoing professional development opportunities for veteran classified staff members.					ISD responsible staff	Budget/Funding Source	Timeline
	Action Steps		25-26	26-27	27-28	28-29	29-30	
TL8A, TL8B	1	Survey veteran classified staff for suggestions on what is needed to make them more successful in the District.	A					Director of Human Resources for Classified Staff Human Resources Budget Fall and Spring
TL8A, TL8B, TL5C	2	Create PD offerings based on feedback that align PD to district, building, and individual professional goals of veteran classified staff members.	A					Assistant Superintendent Curriculum, Instruction, Assessment and Professional Development State Professional Development Budget Summer of each year
Goal 3.3: Retain and attract a highly qualified work force through a competitive compensation system.								
MSIP Standard	Strategy 3.3.1: Seek to retain high-quality certificated and classified personnel.					ISD responsible staff	Budget/Funding Source	Timeline
	Action Steps		25-26	26-27	27-28	28-29	29-30	
TL4A	1	Continue to offer competitive salaries and benefits.	A					Superintendent/Board of Education District Budget Annually
TL5A	2	Offer and expand benefits such as medical clinic, employee assistance program, and wellness center.	A					Superintendent/Board of Education District Budget Annually
TL5D	3	Provide district information packet to new employees during on-boarding process.	A					Director of Human Resources for Certified and Classified Staff Human Resources Budget On-going
TL5D	4	Create a new navigation and information resource for New Employees.	X					Superintendent/Board of Education District Budget Annually
MSIP Standard	Strategy 3.3.2: Utilize best practices in supporting current employees.					ISD responsible staff	Budget/Funding Source	Timeline
	Action Steps		25-26	26-27	27-28	28-29	29-30	
TL8A, TL8B	1	Survey 7+year employees regarding why they have stayed and use the themes for action.	A					Director of Human Resources for Certified and Classified Staff Human Resources Budget Annually
TL8A,	2	Survey building administrators and use feedback to implement practices that support staff.	P					Director of Human Resources for Certified and Classified Staff Human Resources Budget January/February

TL8A, TL8B, TL9B	3	Conduct Stay interviews with staff considering leaving the District.	A					Director of Human Resources for Certified Staff	Human Resources Budget	On-going
TL8A, TL8B, TL9B	4	Administer a 90 day survey to new teachers and follow up with employees who express concerns regarding daily operations.	A					Director of Human Resources for Certified Staff	Human Resources Budget	Fall

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