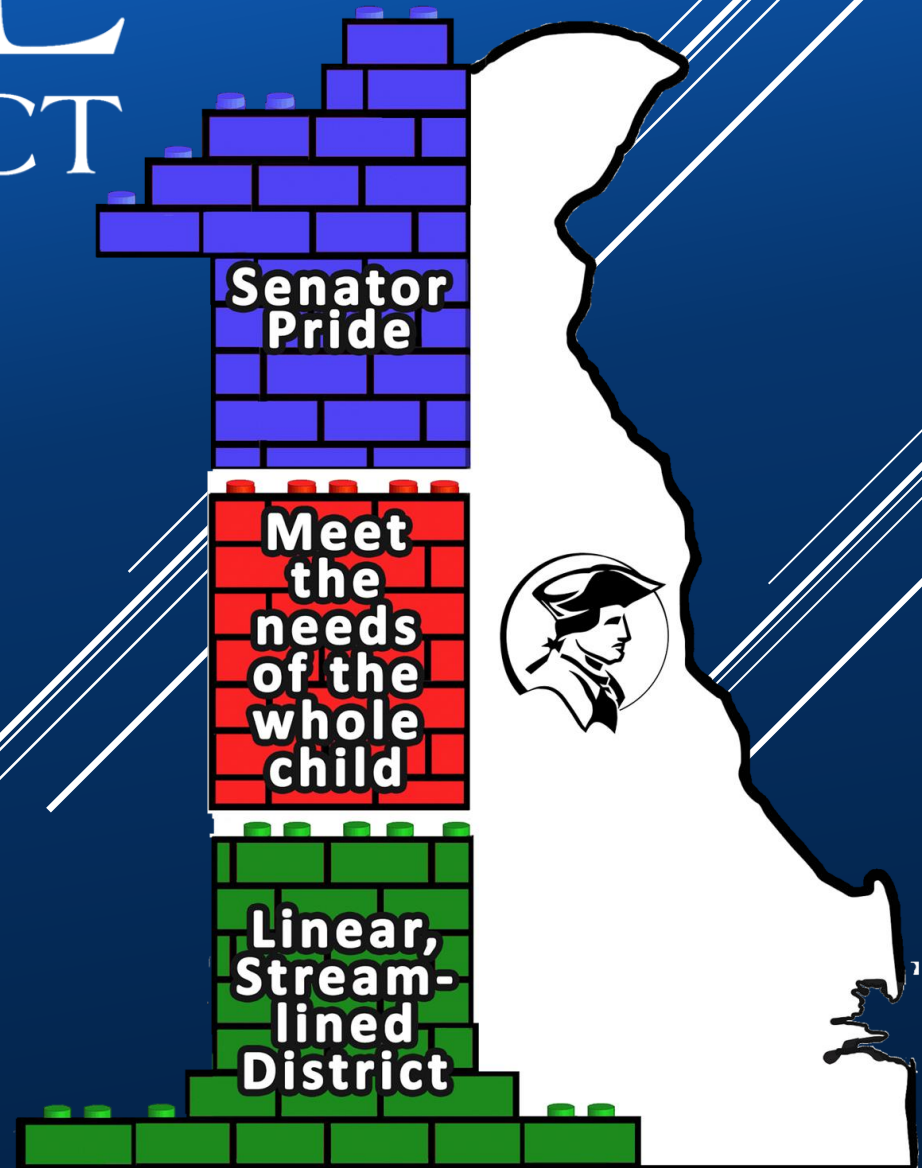




# CAPITAL SCHOOL DISTRICT

## Strategic Intent 3 Senator Pride

November 2017



# Strategic Intent 3

3.1 Recruitment & Retention of Teachers/Staff

3.2 Family/Community Collaboration

3.3 Marketing and Branding

# 3.1 Recruit/Retain Quality Staff

## Update 2017-18 Hiring

- New Teacher Demographics
- Retention Demographics

## Fall 2018 Recruitment Efforts

- Towson University, Wilmington University,
- Slippery Rock University
- Recruitment subcommittee will be meeting to review 2018 Recruitment Plan with idea to be more strategic in our efforts

## Educator Equity

- Summer Administrator Equity PD - Cultural Competency
- Using Case Studies Throughout the Year



## 3.1 Recruit/Retain Quality Staff, cont.

### Teacher of the Year Process

- Committee met to draft a new process - focuses on changes to nomination process
- Process being reviewed for January 2018 implementation



## 3.2 Engage Capital Families and Community

### Building competencies of staff

- Parent-Teacher conference resources for every family
- Resources for teachers for parent-teacher conferences

### Back-to-School Events

- Westside Healthcare “Growing Healthy Families”
- Capital City Farmer's Market
- Dover Housing Authority "Back to School Bash"
- Mt. Zion AME Church
- CIS/Dover PD Event

### Community Gardens



## Engagement Components & Outcomes

| Family Engagement Components                                                                                                                                                                                                                                                                                                                                                                                                                                       | Future Outcome Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Opportunity Conditions</p> <ol style="list-style-type: none"><li>1. Linked to Learning</li><li>2. Focused on building relationships</li><li>3. Builds the intellectual and social capacity</li><li>4. Learning is done in groups &amp; focused on building learning communities and networks</li></ol>                                                                                                                                                          | <p>Families/Community</p> <ol style="list-style-type: none"><li>1. Increased knowledge and understanding of what children should know</li><li>2. Enhanced skills associated with literacy and language acquisition, degree completion and job skills</li><li>3. Increase in relational trust</li><li>4. Increase in the number of cross-cultural networks between school staff and families</li><li>5. Increase in family members and staff from diverse background in leadership positions in school/community</li></ol> |
| <p>Organizational Conditions</p> <ol style="list-style-type: none"><li>1. Initiatives are core components of plan</li><li>2. Capacity building efforts are embedded e.g.<br/>PD, teaching and learning, curriculum collaboration</li><li>3. Efforts to build the capacity of families and staff to form effective partnerships are integrated into all aspects of its improvement strategy</li><li>4. Efforts are sustained via multiple funding sources</li></ol> | <p>District and School Staff</p> <ol style="list-style-type: none"><li>1. Staff has increased knowledge of familial and community assets.</li><li>2. Increase relational trust with families</li><li>3. Increased portfolio of ways to reach out and build respectful relationships</li><li>4. Staff is committed to family engagement as a core strategy for teaching and learning</li></ol>                                                                                                                             |

# 3.3 Marketing/Branding the District

## Back to School Celebration

### Homecoming

- Proposed October 12, 2018 game
- Proposed October 13, 2018 dance

### Fundraising

- United Way
- Breast Cancer
- Building Level Coordination

### Super Senator Day

- Proposed October 6, 2018
- Review Meeting
- Presentation



## Strategic Intent 3

Comments?  
Questions?

