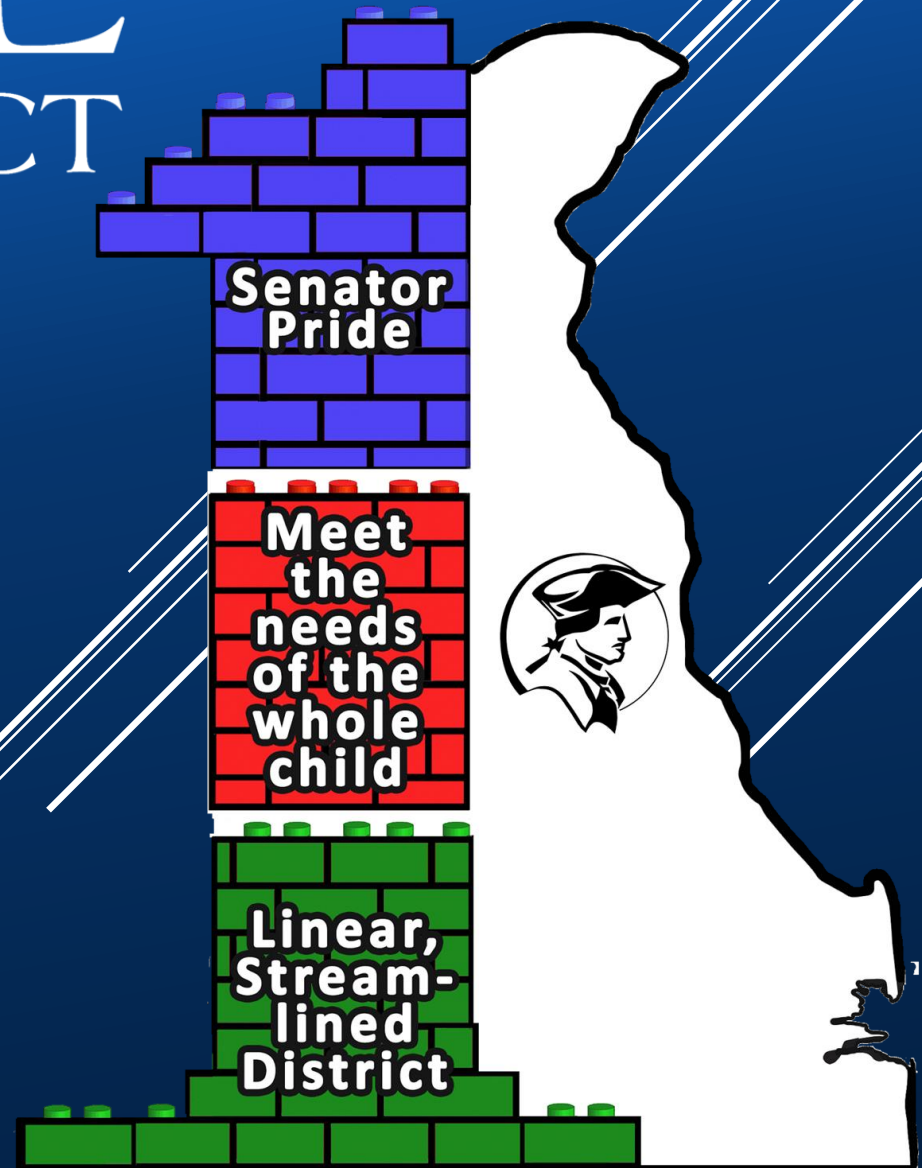




CAPITAL SCHOOL DISTRICT

Strategic Intent 3 Senator Pride

February 2018



Strategic Intent 3

3.1 Recruitment & Retention of Teachers/Staff

3.2 Family/Community Collaboration

3.3 Marketing and Branding

3.4 Educator Equity Work

3.1 Recruit/Retain Quality Staff

Identifying 2018 Vacancies

- Early Retirement Incentive
- Create-A-School Process

2018 Recruitment Plan

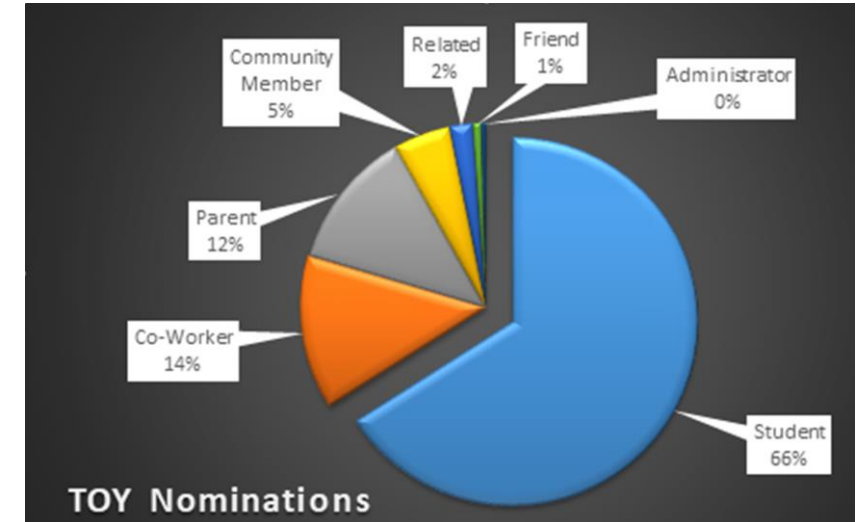
- 2/20/18 Old Dominion
- 2/24/18 Indian River/Ocean City, MD
- 2/28/18 UD Meet & Greet
- 3/08/18 UMES/SU - Salisbury Un.
- 3/22/18 DSU
- 3/28/18 PERC - Monroeville, PA
- 4/04/18 DVEC - Greater Philadelphia
- 4/18/18 UD Project Search



3.1 Recruit/Retain Quality Staff, cont.

Teacher of the Year Process

- New process underway
- Online nominations - 539 received
- Interviews underway
- Positive feedback



3.2 Engage Capital Families and Community

Principal PD

Parent/Family Events - Initial Focus for Planning

- What do you want families to learn?
- What activities can we build in to enhance family/staff level of trust?

Partnership with Mid Atlantic Equity Consortium

- Assessment via Focus Groups
- Development of Path Forward



3.2 Engage Capital Families and Community

United Way

- 18.2% increase in giving
- BINGO cards for donors with prizes
- Partner for Day of Caring
- 2018 Campaign launch during Back-to-School

3.3 Marketing/Branding the District

End-of-Year Celebration

- Planning to begin

Update on ALS

- Shirt drive

Super Senator Day

- “100 Reasons to be a Senator”



3.4 Educator Equity Work

Administrator Equity Work

- Paul Gorski - *Case Studies on Diversity & Social Justice in Education*
- Administrator Implicit Bias PD 2/28/18
- Data Analysis using updated DOE Educator Equity Dashboard

Community Conversation

- Possibly partnering with Mid-Atlantic Education Consortium

Strategic Intent 3

Comments?
Questions?

