

Strategic Plan: THEME III

Goal: A well-qualified, highly effective staff is employed by the district and provided meaningful professional growth opportunities that support them in meeting the needs of all students.

Strategic Objective	Action	Evidence	Current Status
<p>1: Performance expectations are clearly communicated through consistent and systematic implementation of the new educator evaluation system.</p>	<p>During the 2016-2017 academic year, members of the administrative council will all take a 15 hour course presented by Research for Better Teaching, titled: Skillful Leader III: Taking Action to Improve Ineffective Instruction</p>	<p>Administrative evaluators will more effectively promote positive teaching while becoming skilled at using a common language when needing to have difficult conversations with teachers who are in need of performance improvement.</p>	<ul style="list-style-type: none"> We have contracted with Research for Better Teaching and have scheduled the course dates for our administrators.
<p>2: A range of professional development opportunities is provided to keep staff up to date with the district’s learning priorities and to support professional growth of all staff.</p>	<p>The curriculum department has continued to look at the needs of the district in terms of a holistic plan for professional development. Additionally, the curriculum directors have implemented a more organic approach – ensuring that our teachers individual, departmental and school-based needs are addressed. The professional development calendar for the 16-17 school year will be published in September so that PD time is maximized and focused on continual professional growth. All offerings are student-centered, with the goal of improving the delivery of content to our students.</p> <p>New teachers will be acclimated to our teacher evaluation program during the teacher orientation process and during a seminar at our annual (and successful) teacher induction program – Off to a Great Start (OTAGS).</p> <p>We will continue provide our teacher aide staff with an orientation and follow-up training throughout the school year.</p>	<p>The calendar is offered to teachers at the beginning of the school year, so teachers can see “at a glance” the progression of our professional development offerings.</p> <p>Our teacher mentoring program will continue to offer support to new teachers, with the goal of 100% teacher retention after the first year of employment.</p> <p>An orientation will again offered in September, 2016 for our newly hired paraprofessional staff. This orientation will include the basics of employment (insurances, credit union, work expectations in terms of hours and responsibilities and evaluation methods)</p> <p>Seminars/orientations will be held that will offer training to paraprofessionals on how to effectively assist the student in his/her studies, how to work with students who exhibit aberrant behaviors, how to organize student work for maximum student</p>	<ul style="list-style-type: none"> Most of the PD for the next year will continue into the 2016-2017 academic year. The emphasis will be on writing, technology integration, mathematics and the upcoming NEAS&C evaluation at Danvers High School in the spring of 2017. OTAGS will be run by 3 teachers – one from each level (elementary/middle/high school). This ws a new offering in 2015. Feedback from our paraprofessionals was overwhelmingly positive and therefore, we will again offer the seminar during the 2016-2017 academic year..

		achievement etc. We will model this after our highly effective OTAGS seminars for professional staff.	
3: Teacher collaboration, teacher leadership and inclusive decision-making practices are cultivated and maintained.	<p>During the 2015-2016 academic year, we continue to emphasize teacher collaboration and leadership. All elementary schools have modified forms of Professional Learning Communities that are, at times, teacher led.</p> <p>Danvers High School will use a large portion of the professional development time allotted during the 2016-2017 academic year to finish the self-study as required by the New England Association of Schools and Colleges (NEASC) for our decennial accreditation visit, scheduled to take place in March, 2017.</p>	<p>We have a highly developed teacher collaboration system that ensures that teacher leadership is encouraged, honored and allowed to flourish.</p> <p>Subcommittees have been formed for each strand of the NEASC evaluation process. Each subcommittee consist of teachers, administrators, students and – where applicable-parents and community members. At this point (summer, 2016) subcommittee members are in the process of writing the self-study report for each of the 7 strands of the evaluation.</p>	<ul style="list-style-type: none"> • We anticipate continuing with the successful structures and levels of accountability that are currently in place. • At this point (summer, 2016) subcommittee members are in the process of writing the self-study report for each of the 7 strands of the evaluation.
4: District hiring policies and practices reinforce continuing employment of a well-qualified, highly effective staff.	<p>The Administrative Council, following protocol led by Central Office, ensures that our teaching, support and administrative staff and to the extent possible, maintain highly qualified status by using the requirements of the Department of Secondary and Elementary Education rubric. Those seeking licensure outside of current position will be supported as long as the district will benefit from such.</p> <p>Make an effort to unite all staff members across the district through informational communication at various points during the academic year. Include latest legal updates and district policy and procedure information.</p>	<p>We conduct monthly licensure checks to ensure that professional staff licensure is up to date. We routinely notify teachers whose licensure may be expiring. We have conducted the requisite number of unannounced classroom observations using Teachpoint.</p> <p>Personnel department will publish a quarterly newsletter to electronically distribute to all employees. In consultation with our superintendent and receipt of legal updates by our attorneys and the Department of Elementary and Secondary Education, we will inform, advise and educate staff on new information as much as possible.</p>	<ul style="list-style-type: none"> • We adhere to the district hiring policy as voted upon by the Danvers School Committee. While we try to be inclusive, certain difficult-to-fill positions necessitate quick hiring decisions. The summer of 2016 has been a particularly challenging time to hire, as there are so many moving parts! • Consideration of the employee handbook upgrade is ongoing and will be made available electronically. The quarterly newsletter will begin this academic year.

	<p>Streamline the recording of credits to have all personnel history and credit documents stored electronically.</p> <p>Create a personnel website where policies/paperwork and information can be easily accessed by current and prospective personnel</p>	<p>The pencil/paper documentation we have been working off of in the past will no longer be necessary.</p> <p>We will link this to our existing Danvers Public School website.</p>	<ul style="list-style-type: none">• We are in the process of transferring these records to an electronic (and secure) database.• In process.
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