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| Pond Hill School 2016-2017: Staff  |

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| **Objective*** **Goal Statement**

**(Including sub-goals)** | **To increase overall building morale at Pond Hill School.**All staff members will have the opportunity to serve on a school committee. The focus of the committees will be to provide staff supports and strategies to assist in improving student academic achievement and social/emotional growth while maintaining school morale. |
| * **Definition of the Need**
 | There is a desire among staff members to increase the opportunity to work jointly in supporting student needs not only in the academic and curricular areas, but also in their ability to work calmly and productively in a community of learners.  |
| * **Measures of Current Status**
* **Measures of Future Success**
 | * + Based on the Staff Climate survey results, the staff has indicated an increase in morale from previous years.
	+ Based on the current population regarding linguistic, social-emotional, socioeconomic, and cultural diversity, the staff has expressed a need for consistency in addressing the emotional needs of the students.
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| **Strategy*** **Rationale**

***(How it should work and why)*** | The work of this committee will encourage staff to actively participate and share ideas concerning the improvement of Pond Hill School. We are encouraging cross conversations among all staff members to further develop empathy by learning the background of our students to ensure that we can meet the needs of the entire child both social/emotional and academic.  |
| **Tasks** |  | **Who** | **When** |
| Organize Opportunities for Staff to Participate in Committee Work  | * create a list of committee meeting dates to share with all staff
* identify purpose of each committee to be shared with all staff
* organize events throughout the year for staff (in school and out of school, i.e. Team Building)
* Monthly Breakfasts- Social gathering
* Celebrations – Staff Meetings
* Sunshine Committee
* Outdoor Classroom
* Veteran’s Day
* Liaison Committee representatives
* ROAR
* Cultural Night
* Literacy Night
* Math Night
* Poetry Slam
* Opportunity to collaborate with all staff members at beginning and throughout the school year to discuss students
* Enrichment programs facilitated by special area teachers
* Town Meetings (Responsive Classroom)
 | School Community Committee, PD committee | Ongoing |
| Create Year End Survey | * Create, conduct and evaluate results of staff survey to reevaluate past concerns
* Share suggestions for questions with Building Representative
 | SchoolClimate Committee | June 2017 |