

Wallingford Public Schools Strategic Plan Update for 2015 – 2020 June 2017 Update

<b>Focus Area</b>	Professional Responsibilities and Teacher Leadership
<b>Goal # 1</b>	The school district will create a culture of professional growth for all staff.
<b>Objective</b>	To improve the educational knowledge of the entire school staff.

<b>Actions</b>	<b>Person(s) Responsible</b>	<b>Indicator of Success</b>	<b>Resources</b>	<b>Due Date</b>
1. Utilize new expertise of those who attend professional conferences and workshops outside of the district offerings.	PD Committee Administrators Teachers	<ul style="list-style-type: none"> <li>Share names of attendees to professional conferences, etc. so that they can become a resource to others in the district and share out the info obtained.</li> </ul>	N/A	On-going
2. Make a full-year PD schedule and stick to it so staff has time to plan for meaningful PD sessions.	PD Committee Administrators Teachers	<ul style="list-style-type: none"> <li>Plan is in place and has been communicated early in the school year to entire staff.</li> </ul>	N/A	On-going
3. Create a list of experts who are employed in the district that could be used as educational resources.	PD Committee Administrators Teachers	<ul style="list-style-type: none"> <li>Data base available to staff and administration.</li> </ul>	N/A	On-going
4. Implement Instructional Practice Reviews	Administrators Teachers	<ul style="list-style-type: none"> <li>Data to be shared and reviewed by administrators with staff</li> </ul>	Instruction Practices	2018

<b>Focus Area</b>	Professional Responsibility
<b>Goal # 2</b>	The school district will promote a culture of professional responsibility.
<b>Objective</b>	To build a culture that promotes professional responsibility and deters unprofessional behaviors.

1. Offer workshops on professional responsibility.	Assistant Superintendent for Personnel PD Committee	<ul style="list-style-type: none"> <li>• Team Module #5 has new teachers work through scenarios where they have to decide how to handle a problem professionally.</li> <li>• Appropriate use of electronic communication</li> </ul>	Professional resources	On-going
2. A hotline process to provide a venue for a dialogue with a neutral third party to discuss unprofessional actions (teacher to teacher).	Administrators PD Committee District Climate Committee	<ul style="list-style-type: none"> <li>• Research resources</li> </ul>	Professional resources	On-going
3. Recognize and reward staff who are models of excellence in professional responsibility	Administrators Teachers	<ul style="list-style-type: none"> <li>• Staff member of the month</li> <li>• Teacher, Administrator and Para of the year</li> <li>• Parent Choice Awards</li> </ul>	N/A	On-going
4. Embed professional responsibility attributes within TEvaluation.	Administrators TEVAL Committee PDEC	<ul style="list-style-type: none"> <li>• Embedded within teacher evaluation</li> </ul>	Professional resources	On-going
5. Develop District Handbook related to District Policies and Practices for Staff.	Central Office Administration District Administrators	<ul style="list-style-type: none"> <li>• Completion of district handbook</li> <li>• Needs to include policy updates</li> </ul>		

<b>Focus Area</b>	Professional Responsibility
<b>Goal #3</b>	The school district will benefit by having employees in their teaching assignments more consistently.
<b>Objective</b>	To improve the absenteeism rate of district staff.

1. Utilize staff attendance data to develop plans to address patterns.	Assistant Superintendent of Personnel	<ul style="list-style-type: none"> <li>• Develop baseline data</li> <li>• Document by month</li> </ul>	Eschools	On-going
2. Offer staff wellness programs. <ul style="list-style-type: none"> <li>• Wellness informational program</li> <li>• Pedometer walking program</li> <li>• COC: Central Office Challenge</li> </ul>	Administrators Wellness Management Team Health & Wellness CRT	<ul style="list-style-type: none"> <li>• Document participants in wellness programs.</li> <li>• YMCA</li> <li>• Parks &amp; Recreation</li> </ul>	District Funds Community Partnerships	On-going / Completed
3. Offer curriculum writing after school with stipend as an alternative to pulling teachers away from their teaching assignment.	Administrators Teachers	<ul style="list-style-type: none"> <li>• Document progress and compare absentee data.</li> <li>• Need to continue to review this and discuss alternatives.</li> </ul>	Eschools	On-going
4. Schedule meetings with staff after or before their workday.	Administrators Teachers	<ul style="list-style-type: none"> <li>• The PD/Evaluation Committee could move to after school.</li> </ul>	N/A	On-going
5. Share data on how absenteeism affects students and the quality of teaching they receive.	Administrators Teachers Data Team	<ul style="list-style-type: none"> <li>• Document number of substitutes used and shortages. Share this data with all stakeholders.</li> </ul>	Research	On-going

<b>Focus Area</b>	Professional Responsibility
<b>Goal # 4</b>	Recruitment and Retention
<b>Objective</b>	To build a culture that recruits excellence within and without the district and works to retain excellent staff within our district.

1. Give teachers and administrators professional opportunities to grow into different roles.	Central Office Curriculum Department	<ul style="list-style-type: none"> <li>● Innovation Team</li> <li>● Committee Leaders</li> <li>● Teacher Leaders</li> <li>● Administrative Interns</li> <li>● Teacher Interns</li> <li>● PD Presenters</li> <li>● Instructional Coaches</li> <li>● Para-Educator Development</li> <li>● Ignite</li> </ul>		On-going
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