

Wallingford Public Schools Strategic Plan Review 2014
 Planning Template

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

Actions	Person(s) Responsible	Indicator of Success	Resources	Due Date
1. Offer a professional library of books, journals, webinars and/or subscriptions that staff can access electronically.	PD Committee Administrators Teachers	<ul style="list-style-type: none"> Document the number of hits this site has. 	Professional resources	On-going
2. 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"> 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. 	N/A	On-going
3. 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"> Plan is in place and has been communicated early in the school year to entire staff. 	N/A	On-going
4. Create a list of experts that are employed in the district that could be used as educational resources.	PD Committee Administrators Teachers	<ul style="list-style-type: none"> Data base available to staff and administration. 	N/A	On-going

5. Staff/districtwide newsletter will be developed on a monthly basis highlighting curriculum and instruction	Central Office Administration	<ul style="list-style-type: none"> • Newsletter distributed monthly 	N/A	On-going
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Focus Area	Professional Responsibility
Goal # 2	The school district will promote a culture of professional responsibility.
Objective	To build a culture that promotes professional responsibility and deters unprofessional behaviors.

1. Offer workshops on professional responsibility.	Asst Superintendent for Personnel PD Committee	<ul style="list-style-type: none"> • Team Module #5 has new teachers work through scenarios where they have to decide how to handle a problem professionally. • Appropriate use of electronic communication 	Professional resources	On-going
2. Have intervention programming in place for staff that exhibits unprofessional actions.	PD Committee Administrators	<ul style="list-style-type: none"> • Development of Program 	Resources, models	On-going
3. A hot line to call to dialogue with an unaffiliated third party to discuss unprofessional actions.	Administrators PD Committee	<ul style="list-style-type: none"> • Research resources 	Professional resources	On-going

4. Recognize and reward staff that are models of excellence in professional responsibility	Administrators Teachers	<ul style="list-style-type: none"> Staff member of the month Teacher, Administrator and Para of the year 	N/A	On-going
5. Create a list of professional responsibility attributes. What does this look like...	Administrators TEVAL Committee PDEC	<ul style="list-style-type: none"> Share list with staff 	Professional resources	On-going
6. Look in the mirror program (similar to MidState program)	This is the program where MidState gave out handouts with a mirror sticker on it. Each handout listed professional responsibilities and how to deal professionally with one another. The first step was to look in the mirror and see if there was something you could have done or not done to have made the situation better.			
7. Develop District Handbook related to District Policies and Practices	Central Office Administration District Administrators	Completion of district handbook	CAS model student handbook	2015 - 2016

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

1. Utilize staff attendance	Assistant Superintendent	<ul style="list-style-type: none"> Develop baseline data 	Eschools	On-going
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data to develop plans to address patterns.	of Personnel	<ul style="list-style-type: none"> Document by month 		
<p>2. Offer staff wellness programs.</p> <ul style="list-style-type: none"> 8-week wellness informational program Stress release program Pedometer walking program 	Administrators Wellness Management Team	<ul style="list-style-type: none"> Document participants in wellness programs. 	Funding from Anthem?? N/A??	On-going
3. Offer curriculum writing after school with stipend instead of pulling teachers away from their teaching assignment.	Administrators Teachers	<ul style="list-style-type: none"> Document progress and compare absentee data. 	Eschools	On-going
4. Schedule meetings with staff after or before their work day.	Administrators Teachers	<ul style="list-style-type: none"> The PD/Evaluation Committee could move to after school. 	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"> Document number of substitutes used, shortages, and how many classrooms had to combine. Share this data with all stakeholders. 	<ul style="list-style-type: none"> Research 	On-going

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

Give teachers and administrators professional opportunities to grow into different roles.		<ul style="list-style-type: none">● Innovation Team● Committee Leaders● Teacher Leaders● Administrative Interns● Teacher Interns● PD Presenters		