

Goal 3 - By January 2011, create a plan for (1) improving and supporting instructional delivery and (2) continue recruiting highly talented staff in areas of need.

Strategic Action	Budget	Time Frame	Person	Status of Strategic Action
<p>1. Improving and supporting instructional delivery</p> <p>A. Update the teacher induction plan to include an initial three-day training for all newly-hired teachers, including:</p> <ul style="list-style-type: none"> • Pentamation training; • Review of PA School Code; • Review of PA Code of Conduct for Educators; • Review of planned instruction and state standards; and • Overview of the discipline policy. <p>B. Provide all Instructional I teachers with mandatory periodic trainings with the academic coaches:</p> <ul style="list-style-type: none"> • All first year teachers will have quarterly meetings with the academic coaches to discuss concerns, classroom issues, and mentor meeting. • All second year teachers will have monthly meetings with the academic coaches focused on instructional strategies. • All third year teachers will meet with the academic coaches once each semester to support them as the teachers develop a portfolio with evidence to support their application for a Level II certificate. <p>C. Provide teachers of all content areas with professional development that will enable them to incorporate math skills in their instruction.</p> <ul style="list-style-type: none"> • Provide teachers of all content areas with professional development that will enable them to incorporate reading skills in their instruction. • Continue to offer opportunities for teacher training in differentiated instruction as well as co-teaching and inclusion. • Continue to offer opportunities for teacher training relevant to data analysis and data-driven instruction. • Continue to offer opportunities for teacher training on the skills and strategies needed to integrate technology into classroom instruction. 	<p>Within Budget</p> <p>Within Budget</p> <p>Within Budget</p>	<p>Plan due 1-15-11</p> <p>Plan due 1-15-11 Implementation 9-1-10</p> <p>Implementation 9-1-10</p>	<p>Dir. Of Sec., Elem., Spec. Ed, & Aca- demic Coaches</p> <p>Dir. Of Sec., Elem., Spec. Ed, & Aca- demic Coaches</p> <p>Dir. Of Sec., Elem., Spec. Ed, & Aca- demic Coaches</p>	
<p>2. Recruiting</p> <p>A. Representatives of the Human Resources Department will attend job fairs and recruiting opportunities at local colleges and universities.</p> <p>B. The Human Resource Department will create an attention-grabbing recruitment packet and PowerPoint for perspective applicants.</p> <p>C. The Human Resource Department will develop an aggressive recruitment plan for recruiting top notch teacher, support, and administrative candidates to work and live in Warren County.</p>	<p>TBD</p> <p>Within Budget</p> <p>TBD</p>	<p>Plan submitted to Supt. by 10-15-10</p> <p>Publication devel- oped by 11-15-10</p> <p>Plan submitted to Supt. By 10-15-10</p>	<p>Dir. Of Sec., Elem., Spec. Ed, & Aca- demic Coaches</p>	