

Goal 3 - By January 2011, create a plan for (1) improving and supporting instructional delivery and (2) continue recruiting highly talented staff im 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> <p>• Provide teachers of all content areas with professional development that will enable them to incorporate reading skills in their instruction.</p> <p>• Continue to offer opportunities for teacher training in differentiated instruction as well as co-teaching and inclusion.</p> <p>• Continue to offer opportunities for teacher training relevant to data analysis and data-driven instruction.</p> <p>• Continue to offer opportunities for teacher training on the skills and strategies needed to integrate technology into classroom instruction.</p>	<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>1. This goal will be ongoing and will involve training on data, instructional strategies, Marzano and current research in education.</p> <p>A. This is a process that will occur over the course of this school year. The Academic coaches will do the planning with support from the elementary, secondary and special education directors. The target for implemntation will be the 2011-2012 school year. It will also require updating the induction plan and revising the mentoring handbook.</p> <p>B. The Academic coaches have been meeting monthly with all newly hired teachers for the past two years. The revision of the induction plan and the mentoring handbook will put in place the meetings for teachers in years two and three.</p> <p>C. This process is in the early stages with the trainings offered on Singapore math. Additional professional develop,ent will be planned with a focus on math for teachers at all</p> <p>This process is already in place at the elementary schools with the expertise of the Tile I reading specialists and the special education reading specialists. It has begun at the secondary level at two high schools that qualified for Title I services (Youngsville and Sheffield). This reading specialist is doing trainings with teachers in verious content areas to help them modify how curriculum is delivered to better meet the needs of students struggling with reading.</p> <p>Differentiated Instruction, co-teaching and inclusion are offered in various professional development opportunities especially in the area of special education.</p> <p>All administrators have had an initial training in "Performance Plus," an online tool that makes data analysis and "mining" for data a much easier and more doable process. Principals are now training teachers. This will continue throughout this school year.</p> <p>We have had teachers trained as SmartBoard trainers and we also are training on IEP Plus. We will continue to focus on developing our own in house folks to support every changing technology and the integration of that technology into classroom instruction.</p>
<p>2. Recruiting</p>				

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A. Representatives of the Human Resources Department will attend job fairs and recruiting opportunities at local colleges and universities.	TBD	Plan submitted to Supt. by 10-15-10	Dir. Of Sec., Elem., Spec. Ed, & Aca-demic Coaches	The Human resoucrs staff have attended the Penn State/Behrend job fair and the Warren County Veterans job fair in the month of Oct. There are plans to attend additional job fairs at
B. The Human Resource Department will create an attention-grabbing recruitment packet and PowerPoint for perspective applicants.	Within Budget	Publication devel-oped by 11-15-10		The Human Resources Department has a Powerpoint in development for perspective candidates. They have also had free cups donated by Whirley and pens and pencils to give away at various activities.
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.	TBD	Plan submitted to Supt. By 10-15-10		This plan is in process and should be ready in Nov., 2010