



BSD#7 LRSP Strategic Objective ACTION PLAN: 2010-11

2.07 HR Hire and Retain Highly Qualified

Action Plan Projected Completion Date: May 2012	Leader: Director of Human Resources Team Members: Teacher Standards and Evaluation Committee
---	---

Strategic Objective (SO): 2.07 Research strategies for hiring and retaining employees in hard to fill positions.

Evaluation Plan: (Describe steps you'll take to determine if you've reached your strategic objective.) The Teacher Standards and Evaluation Committee will research, design and recommend a Certified Evaluation system to identify effective and highly effective teaching standards that produce student growth that is adopted by the Board of Trustees.

Best Practice Investigation: (What information is uncovered looking at best practice in relation to your strategic objective?) The committee will research best practice related to teacher standards and evaluation from a variety of sources. Examples of this work include Charlotte Danielson, Robert Marzano and comparison to national work in this area.

Action Steps	Who?	Timeframe
What actions will be taken to achieve this SO? Include what staff may need to learn to accomplish this SO.	Who will be responsible for what actions?	What is a realistic timeframe for each action?
1. Organize the Teacher Standards and Evaluation Committee	1. HR Director/BEA	1. September 2010
2. Develop committee goals	2. Committee	2. October 2010
3. Develop committee research objectives	3. Committee	3. December 2010
4. Research best practice around teacher standards and evaluation.	4. Committee	4. March 2011
5. Make standards recommendations to staff and administration.	5. Committee	5. April 2011
6. Refine standards.	6. Committee	6. May 2011
7. Research evaluation process/sytem Best Practice.	7. Committee	7. December 2011
8. Make evaluation process/system recommendations to staff and administration.	8. Committee	8. February 2012
9. Refine process/system recommendations.	9. Committee	9. March 2012
10. Present to Trustees for approval.	10. Committee	10. May 2012

In a year, we hope to see the following progress on this strategic objective:

1. Develop committee goals.
2. Research Teacher standards Best Practice.
3. Make Certified Standards recommendations based on Bes Practice.

4. Refine Certified Standards based on Best Practice and recommendations from staff/administration.