

## Goal 2

**Build a culture that attracts students and parents and assures quality leadership, teachers, students, and staff by implementing procedures for effective recruitment, professional development, evaluation, and retention efforts.**

## Measures

### Diverse Staff Hiring

Indicators	16-17	19-20
• Significantly increase the number of qualified and experienced classified and certificated staff (Decreasing resignation and hiring of experienced candidates)		80%
• Increase the number of teachers hired through partnerships with universities		40%

### Grow Internal Leadership Capacities

Indicators	16-17	19-20
• Increase internal hires for leadership positions		33%
• Internal hires who feel well mentored and supported in their pursuit of leadership positions		85%

### Share Best Practices

Indicators	16-17	19-20
• Schools that meet criteria on AdvancEd Benchmarks		100%
• Principals who have adopted best practices from colleagues, journals and professional conferences		100%
• Teachers who have adopted lessons or curricula from sharing within the school, district or from colleagues, journals, or professional conferences		85%

### Build Teacher Capacity

Indicators	16-17	19-20
• Schools whose teachers participated in a model lesson followed by coaching		100%
• Coaches who have contributed to instructional model design		100%
• Teachers who feel well trained on technology integration		85%

### School-based Professional Development

Indicators	16-17	19-20
• Increase on-site professional development opportunities		
• Decrease the number of pull-out trainings for teachers		

### Student Recruitment and Retention

Indicators	16-17	19-20
• Student surveys indicate that student is well known by at least one staff member who will advocate and supports that child's educational experience		90%
• Increase in the number of ECA opportunities for all students		
• Provide a formalized process for students to provide feedback on their classroom experience		
• Develop and implement a public relations plan to celebrate and encourage interest in Westville Schools		

**Retaining of Staff  
Indicators**

**16-17**

**19-20**

- A formalized process is in place for teachers to obtain classroom needs
- Teachers are supported in efforts in efforts to improve instruction and learning opportunities
- Dedicated support is provided by mentors for all new staff members
- All staff members are recognized for service to students and to the schools