

TEACHER RECRUITMENT AND RETENTION

Wake County Public School System – School Improvement Planning

Summary of Goals, Key Processes and Action Steps 2008 – 2011 (Created 2007 – 2008)

Board Goal: By June 2011, 85% of our K-5 students will be proficient and all of our subgroups will show high growth on the NC EOG tests.	
SCHOOL: Lynn Road (488)	LEA: Wake County (920)
Strategic Directive: Teacher Recruitment and Retention	
State Board of Education Goal: 21 st Century Professionals	
SCHOOL GOAL: We will retain 90% of our non-retiring staff each year. .	GOAL MANAGER: Kristal Richards
Data Justification: Based on current educational research a motivated and experienced team of teaching professionals directly correlates with an improved educational system. <i>NOBSCOT Corporation, 2007</i> Additional data was collected by our grade level representatives who found that the only complaint of current staff members (2007-2008) was the lack of communication or last minute communication in some situations.	

Key Processes & Action Steps:

1	Key Process:	We will begin a “buddy program” for teachers and TA’s new to Lynn Road to help them adjust to a new school and find answers to their questions.
	Process Manager:	Eloise Sheats
	Completion Date:	2008
	Resources	Willing teachers, duty free lunch and daily planning for all teaching staff
	Restrainers:	Not enough teachers willing to participate
	Measurable Process Checks	A list of buddies will be placed in the staff handbook at the beginning of the year.

Action Steps:

1 Action Step: Choose someone to initiate the program, find willing staff members, and do the initial staff pairings.

Timeline: From: August 2008 To: September 2008

2 Action Step: Design a program description for the “Buddy Program.”

Timeline: From: August 2008 To: September 2008

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2	Key Process:	A suggestion box will be available for staff to submit discreet and anonymous suggestions, which will be addressed by the process manager.
	Process Manager:	Kristal Richards
	Completion Date:	2011
	Resources	Survey,
	Restrainers:	Staff members who do not complete survey
	Measurable Process Checks	A suggestion box will be created and the process manager will train staff on how use it effectively.
Action Steps:		

<p>1. Action Step: Create and send out a staff survey to identify communication issues. Timeline: From: 2008 To: 2011</p>
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<p>2. Action Step: Find ways to improve communication issues that are identified in the survey. Timeline: From: 2008 To: 2011</p>
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