

Strategic Plan Summary

Active Recruitment and Retention

Recruit and retain a diverse, highly qualified staff, faculty and administration.

Providing students with a rigorous and engaging education requires a strong staff, faculty and administration. This means actively recruiting individuals who are highly qualified in their field, and who will bring to our District a wide range of backgrounds and talents.

Our students will be graduating into a world, and a workplace, that is likely to be racially and ethnically more diverse than the community in which they grew up. Recruiting staff, faculty and administrators who bring greater racial and ethnic diversity to our schools will strengthen our students' awareness of, and ability to live and work side by side with, people of all backgrounds. We also recognize that each of our students is an individual, with his or her own interests and needs. Recruiting staff, faculty and administrators with a wide range of talents and experiences will enhance the District's ability to meet those interests and needs. The Strategic Plan, therefore, proposes to adopt a more active recruiting program, with expanded outreach efforts to regional educator training centers and professional associations, in order to attract a wider pool of applicants.

Equally important is the District's ability to *retain* quality staff, faculty and administrators. The Strategic Plan proposes to enhance the existing mentor and staff development programs to address the individual interests and needs of each staff member. A professional staff also values academic freedom, with opportunities for innovation and exploration. This Plan encourages teachers to learn about and try new activities and approaches, and to promote a culture of innovation by sharing those experiences with colleagues.

Strategic Plan Outline

Active Recruitment and Retention

Goal 1: Recruit and retain a diverse, highly qualified staff, faculty and administration.

Strategy 1: Institutionalize an aggressive recruiting program

1.1.1: Develop active relationships with regional educator training centers and professional associations, including minority associations.

1.1.2: Increase pool of qualified applicants, especially in area of chronic shortage, by continually soliciting resumes for present and future vacancies.

1.1.3: Increase pool of candidates for actual vacancies, especially in areas of chronic shortages, by directly soliciting applications for employment.

Strategy 2: Ensure a successful transition into the Hastings school community.

1.2.1: Revamp the current mentor program to include all certified staff.

Strategy 3: Create a differentiated staff development program in response to various levels of knowledge, experiences and skills of staff

1.3.1: Develop long range district wide and building level staff development goals that reflect the district's and community's philosophy.

1.3.2: Identify the professional development needs of each staff member.

1.3.3: Align individual's staff development needs with the District's and Building's goals in order to 1) offer appropriate staff development options and 2) encourage staff to take appropriate courses/workshops on his/her own.

Strategy 4: Provide opportunities for teachers and administrators to try new things.

1.4.1: Expose teachers to alternative teaching techniques, either first hand or through written and media sources, in order to educate, inspire, and build confidence in their own efforts to incorporate new activities.

1.4.2: Encourage innovation efforts by expanding cooperative activities among faculty.