



Five-year plan 2013-2018: Faculty and Staff

Goal 1: Increase and retain effective and qualified teachers and staff.		
<i>Objective 1: Enhance current salary, benefits, and incentives for teachers and staff.</i>		
Action Steps	Person Responsible	Timeline/Evaluation
1. Develop a questionnaire for teachers to assess job satisfaction.	Administration	Spring 2016
2. Incorporate internal incentives for teachers as budget permits based on teacher questionnaire.	Administration	Fall 2016
3. Investigate a new teacher salary scale to include greater increases for every three years of ongoing employment.	Administration	Fall 2016
<i>Objective 2: Increase job satisfaction for instructional aides and office staff.</i>		
Action Steps	Person Responsible	Timeline/Evaluation
1. Develop a questionnaire for instructional staff and office staff to determine job satisfaction.	Administration and teachers	Spring 2016
2. Maintain awareness and communication with instructional aides by conducting meetings throughout the year (4 times) so that concerns and issues can be addressed.	Administration	Fall 2013; on-going
3. Maintain open communication with office staff two times per year to discuss concerns, or issues within the school.	Administration	Fall 2013; on-going



Goal 2: Expand teacher knowledge and delivery methods of instruction in the classroom.

Objective 1: Provide relevant professional development opportunities for teachers throughout the year.

Action Steps	Person Responsible	Timeline/Evaluation
1. Create a needs survey for teachers to determine professional development topics.	Administration and Teachers	Fall 2015
2. Investigate professional development opportunities based on the needs survey from teachers and current educational trends to include technological advances and common core curriculum.	Administration	Spring 2015; on-going
3. Budget for meaningful professional development throughout the year.	Administration	Spring 2014; on-going (Title II funds)
4. Investigate Region 20 for professional development opportunities.	Administration and Teachers	On-going