

Strategic Objective: Staff Year 1 Priorities

We will implement a formal system to support and inspire continuous development of effective teaching and leadership skills of all staff who serve to engage our diverse student body while furthering development of programs that target the recruitment and retention of staff members who reflect the cultural composition of our student body.

Staff Action Plan Focus Areas

- **Professional Development**
- **Recruiting and Retaining Staff**

Madison Metropolitan School District Strategic Plan

Staff Action Plan—Professional Development

Strategy: We will implement a formal system to support and inspire continuous development of effective teaching and leadership skills of all staff who serve to engage our diverse student body while furthering development of programs that target the recruitment and retention of staff members who reflect the cultural composition of our student body.

Objective: For the purpose of increased achievement for all students, our staff will continuously improve their ability to engage MMSD’s diverse student body.

Performance Measures:

Action Step	Priority	Critical Issue	Responsible Personnel	Time Frame	Visible Result	Resources Needed
1. The district will develop site-based and district-wide professional learning communities/teams to foster continuous improvement in leadership and in quality instructional practices for all students in all curricular areas, including cultural relevance.	1	Improving Staff	Superintendent, Assistant Superintendents	January 2010	1. Effective learning communities/teams are in all schools 2. District-wide team created consisting of central office administrators, teachers, principals, and school-based instructional leaders	Extended employment and/or sub release Professional development

Action Step	Priority	Critical Issue	Responsible Personnel	Time Frame	Visible Result	Resources Needed
2. All staff members will regularly collaborate within one or more established professional learning community (ies)/team(s) to engage in a continuous cycle of improvement focused on student learning and engagement and work place culture.	1	Improving Staff	Superintendent, Assistant Superintendents, District-wide team	September 2009 on-going thereafter	Students will: <ul style="list-style-type: none"> • attain or exceed grade level proficiency in core subject areas • acquire and apply critical thinking, problem solving and communication skills • engage in civic activity • be active participants in shaping their learning experiences • acquire and apply skills needed to live and contribute in a diverse local and global community • acquire and apply skills needed for personal growth and well-being and creative expression 	Staff time Professional development
3. The district will collaborate with the community to ensure inclusive, culturally responsive schools.	1	Culturally Relevant; Improving Staff	Superintendent, assistant superintendents, and or management team members will create a team consisting of: district-wide leadership committee which includes community stakeholders, Special Assistant to the Superintendent for Race and Equity, and Culturally Relevant Resource Teachers	2009-2010	1. District-wide leadership team established 2. See visible results for step 2	Staff time Extended employment and/or sub release

Action Step	Priority	Critical Issue	Responsible Personnel	Time Frame	Visible Result	Resources Needed
3. The district will implement supervision and evaluation procedures to support all instructional staff in meeting or exceeding proficiency with established state standards throughout their careers. This will facilitate high-quality instructional practices, evidence-based methodologies, culturally responsive practices, and 21 st Century technologies, content, and skills to ensure high levels of learning by <i>all</i> students. (Consistent with TAG Plan and Equity Task Force Recommendations.)	1	Improving Staff	Superintendent, Assistant Superintendents, Director of Human Resources	2009-2010	See visible results action step 2.	Existing Resources
3. The district will develop systems and approaches to coordinate and link professional development initiatives.	1	Improving Staff	Superintendent, Assistant Superintendents, Instructional Council	2009-2012	Professional development plan aligned with strategic priorities	Existing Resources

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Staff Action Plan—Recruiting and Retaining Staff

Strategy: We will implement a formal system to support and inspire continuous development of effective teaching and leadership skills of all staff who serve to engage our diverse student body while furthering development of programs that target the recruitment and retention of staff members who reflect the cultural composition of our student body.

Objective: The district will enhance the recruitment and retention rate of high quality teachers and administrators by focusing on the various stages of an educator’s career.

Performance Measures:

Action Step	Priority	Critical Issue	Responsible Personnel	Time Frame	Visible Result	Resources Needed
1. Establish a plan similar to Future Teachers of America to attract high school students of color into the field of education and teaching in MMSD—Teach for Madison.	1	Staff Reflects Students	Assistant Superintendent-Secondary	2010-2012	MMSD has a workforce of highly trained staff that teaches students what they need to know and inspire students to learn.	Staff time
2. Establish strong relationships with university and college pre-service teacher preparation programs similar to the Professional Development School model used by UW Madison.	1	Staff Reflects Students	Assistant Superintendents and Director of Select Government Programs	2009-2010	MMSD has a workforce of highly trained staff that teaches students what they need to know and inspire students to learn.	Existing Resources
3. Enhance a hiring preference system for positively evaluated student teachers and administrative interns, and teachers/interns who are employed during summer school.	1	Staff Reflects Students	Director of Human Resources and Lead Elementary Principal	2009-2010	MMSD has a workforce of highly trained staff that teaches students what they need to know and inspire students to learn.	Existing Resources

Action Step	Priority	Critical Issue	Responsible Personnel	Time Frame	Visible Result	Resources Needed
5. Create an early hire pool of staff as a means to attract highly qualified candidates, including staff of color, and increased applicants in shortage areas.	1	Staff Reflects Students	Director of Human Resources	2009-2011	MMSD has a workforce of highly trained staff that teaches students what they need to know and inspire students to learn.	Existing Resources Travel Expenses
7. Expedite the advertisement of open positions and offer/acceptance procedure.	1	Staff Reflects Students	Director of Human Resources	2009-2011	Streamlined recruitment and hiring procedures	Existing Resources
8. Annually review and evaluate the recruitment and hiring process.	1	Staff Reflects Students	Director of Human Resources	2009 and ongoing thereafter	Streamlined recruitment and hiring procedures	Existing Resources
10. Develop a formal mentoring system for principals to mentor new principals – peer assistance system.	1	Staff Reflects Students	Assistant Superintendents	2009-2010	Formal mentoring/peer assistance program for administrators.	Existing Resources Plus a Small Stipend for Mentors
12. Develop a culture that embodies the belief that retention of staff of color is every staff person's responsibility; include communities of color in retention efforts.	1	Staff Reflects Students	Special Assistant to the Superintendent for Race and Equity	2009-2012	MMSD has a workforce of highly trained staff that teaches students what they need to know and inspire students to learn.	Additional Clerical Resources
13. Provide professional development for administrators to learn how to interview in a culturally competent manner.	1	Staff Reflects Students	Director Human Resources; Director of Select Government Programs; Special Assistant to the Superintendent for Race and Equity	2009-2011	MMSD has a workforce of highly trained staff that teaches students what they need to know and inspire students to learn.	Existing Resources Consulting Fees

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