

**Strategic Goal Area III: Human Resources Development
A Vision for Public Education in Georgia Goal(s):
4.1, 6.1, 6.3, 6.5**

Performance Objective I: Recruit Professionally Qualified and diversified faculty and staff					
<u>Performance Measure 1:</u> Percent of new PQ/diverse applicants	FY15 Baseline: Fall: 24% Spring: 35%	FY16: Fall: 29% Spring: 32%	FY17: Fall: 29% Spring: 27%	FY18: Fall: TBD Spring: TBD	FY19 Targets: Fall: 32% Spring: 30%
<u>Performance Measure 2:</u> Percent of recruitment done at HBCU's	FY15 Baseline: 43%	FY16: 57%	FY17: 25%	FY18: 29%	FY19 Target: 25%
<u>Performance Measure 3:</u> Number of Universities with a MOU on file with the MCSD	FY15 Baseline: 12	FY16: 10	FY17: 15	FY18: 15	FY19 Target: 15
<u>Performance Measure 4:</u> Percent of PQ faculty/staff	FY15 Baseline: 100%	FY16: 100%	FY17: 100%	FY18: NA <i>(HiQ Report Replaced with PQ)</i>	FY18 Target: 100%
<u>Performance Measure 5:</u> System recruitment team attends no less than 5 recruitment fairs	FY15 Baseline: Yes	FY16: Yes	FY17: Yes	FY18: Yes	FY19 Target: Yes

Initiative: Expansion of system recruitment plan

Action Step	Responsible Parties	Start & End Dates	Resources	Artifacts
1. Conduct needs assessment with building level leaders to provide input regarding recruitment, hiring, and selection of staff	<ul style="list-style-type: none"> • Director of Human Resources 	August 2017 – December 2018	<ul style="list-style-type: none"> • Needs Assessment 	<ul style="list-style-type: none"> • Sign-In Sheet • Agenda • Summary of Needs Assessment
2. Select colleges and universities to target for recruiting	<ul style="list-style-type: none"> • Director of Human Resources • HR Department 	January 2015 – April 2019	<ul style="list-style-type: none"> • Funding • Teacher(s) /Personnel • Advertising • Recruitment Supplies 	<ul style="list-style-type: none"> • Recruitment Registrations • Recruitment Calendar
3. Schedule recruiting visits	<ul style="list-style-type: none"> • Director of Human Resources • HR Department 	January 2015 – June 2019	<ul style="list-style-type: none"> • Funding • Teacher(s) / Personnel • Advertising • Recruitment Supplies 	<ul style="list-style-type: none"> • Recruitment Registrations • Recruitment Calendar • Report of Number of Applicants Seen
4. Budget to cover additional costs associated with initiative	<ul style="list-style-type: none"> • Director of Human Resources • HR Department 	January 2015 – April 2019	<ul style="list-style-type: none"> • Funding • Teacher(s) / Personnel • Advertising • Recruitment Supplies 	<ul style="list-style-type: none"> • Recruitment Budget

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Performance Objective II: Retain PQ, effective and professional staff

<u>Performance Measure 1:</u> Percent of teachers at Level III or Level IV on TKES Summative Assessment of Performance Standards rating	FY15 Baseline: 97.93%	FY16: 96.36%	FY17: 97.04%	FY18: 98.48%	FY19 Target: 98%
<u>Performance Measure 2:</u> Percent of new teachers participating in Mentor Academy	FY15 Baseline: 82%	FY16: 86%	FY17: 91%	FY18: 95%	FY19 Target: 96%
<u>Performance Measure 3:</u> Percent of teachers retained in the system annually	FY15 Baseline: 84%	FY16: 84%	FY17: 81%	FY18: 81.37%	FY19 Target: 85%

Initiative: An enhanced, three-year new teacher Mentor Academy

Action Step	Responsible Parties	Start & End Dates	Resources	Artifacts
1. Identify mentor teachers based on student success and mentor’s leadership credentials	<ul style="list-style-type: none"> • Director of Human Resources • HR Department • Mentor Teachers • Building Level Administrators 	Continuous three-year cycles beginning annually in July and continuing through May of year three July 2014 – May 2019	<ul style="list-style-type: none"> • Mentors • Stipends • Coach Trainer • Funds for Supplies • GaPSC 	<ul style="list-style-type: none"> • Mentor List with Credentials • Mentor-Mentee Pairings
2. Schedule Mentor Academy Sessions	<ul style="list-style-type: none"> • Director of Human Resources • HR Department • Mentor Teachers • Building Level Administrators 	Continuous three-year cycles beginning annually in July and continuing through May of year three July 2014 – May 2019	<ul style="list-style-type: none"> • Mentors • Stipends • Coach Trainer • Funds for Supplies 	<ul style="list-style-type: none"> • Mentor Academy Schedule • Sign-in Sheets & Agendas
3. Train mentors on effective coaching strategies	<ul style="list-style-type: none"> • Director of Human Resources • HR Department • Mentor Teachers • Building Level Administrators 	Continuous three-year cycles beginning annually in July and continuing through May of year three July 2014 – May 2019	<ul style="list-style-type: none"> • Mentors • Stipends • Coach Trainer • Funds for Supplies 	<ul style="list-style-type: none"> • Sign-in Sheets & Agendas
4. Using feedback from building-level administrators, develop and implement district substitute training plan	<ul style="list-style-type: none"> • Director of Human Resources • HR Department 	April 2016 – July 2019	<ul style="list-style-type: none"> • Needs Assessment Feedback from Building-Level Administrators • CSRA RESA 	<ul style="list-style-type: none"> • Substitute Training Schedule • Course Syllabus / Training Materials • Sign-In Sheets & Agendas

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Performance Objective III: Refine highly effective and accountable workforce through professional learning opportunities

<u>Performance Measure 1:</u> # of opportunities to participate in degree programs on MCSD campuses	FY15 Baseline: NA	FY16: NA	FY17: NA	FY18: NA	FY19 Target: Projected pilot for Augusta University
<u>Performance Measure 2:</u> Number of job-embedded professional learning courses offered annually	FY15 Baseline: 62	FY16: 69	FY17: 99	FY18: 102	FY19 Target: 102
<u>Performance Measure 3:</u> Annual training requirements met for bus drivers and students	FY15 Baseline: Yes	FY16: Yes	FY17: Yes	FY18: Yes	FY19 Target: Yes
<u>Performance Measure 4:</u> Annual training requirements met for school nutrition employees	FY15 Baseline: NA	FY16 Baseline: Yes <i>New SBOE Rule</i>	FY17: Yes	FY18: Yes	FY19 Target: Yes
<u>Performance Measure 5:</u> Annual training requirements met for system employees with regard to Code of Ethics for Georgia Educators, suicide prevention, and mandatory child abuse reporting	FY15 Baseline: Yes	FY16: Yes	FY17: Yes	FY18: Yes	FY19 Target: Yes

Initiative 1: Establish university partnership(s) to offer degree programs on MCSD campuses

<i>Action Step</i>	<i>Responsible Parties</i>	<i>Start & End Dates</i>	<i>Resources</i>	<i>Artifacts</i>
1. Conduct needs assessment	<ul style="list-style-type: none"> HR Department 	Ongoing annually March 2014 – June 2019	<ul style="list-style-type: none"> Title II Faculty & Staff Surveys 	<ul style="list-style-type: none"> Survey Results
2. Obtain signed MOU	<ul style="list-style-type: none"> Superintendent HR Department 	March 2014 – June 2019	<ul style="list-style-type: none"> University Contact 	<ul style="list-style-type: none"> MOU
3. Locate SACS-approved location on campus	<ul style="list-style-type: none"> Superintendent HR Department Building Level Administrators 	March 2014 – June 2019	<ul style="list-style-type: none"> Location to House Program Utility funding 	<ul style="list-style-type: none"> Signed Facility Use Agreement
4. Acquire NCATE approval for university courses/program	<ul style="list-style-type: none"> HR Department University Contact 	March 2014 – June 2019	<ul style="list-style-type: none"> Signed MOU Program Location 	<ul style="list-style-type: none"> Documentation of NCATE Approval
5. Schedule course offerings	<ul style="list-style-type: none"> HR Department University Contact 	March 2014 – June 2019	<ul style="list-style-type: none"> Advertising Recruitment Materials 	<ul style="list-style-type: none"> Course Schedule

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Initiative 2: Job-Embedded Professional Learning				
<i>Action Step</i>	<i>Responsible Parties</i>	<i>Start & End Dates</i>	<i>Resources</i>	<i>Artifacts</i>
1. Conduct annual needs assessment	<ul style="list-style-type: none"> Director of Curriculum and Instruction Director of Human Resources 	July 2014 – May 2019	<ul style="list-style-type: none"> Title II Survey LoTI Survey Mentor Survey Equity Plan 	<ul style="list-style-type: none"> Survey Results
2. Establish and update throughout year Professional Learning Schedule	<ul style="list-style-type: none"> Director of Curriculum and Instruction Director of Human Resources 	July 2014 – May 2019	<ul style="list-style-type: none"> CSRA RESA College Course Offerings Locally Developed Courses 	<ul style="list-style-type: none"> Professional Learning Course Schedule
3. Establish data-driven Professional Learning Communities within each school	<ul style="list-style-type: none"> Director of Human Resources Director of Curriculum and Instruction Principals Teachers 	June 2016 – May 2019	<ul style="list-style-type: none"> GaPSC Training Materials Common Form. Assess. Data PLC Guiding Questions / Data Analysis Protocol 	<ul style="list-style-type: none"> Sign-in Sheets & Agendas Revised Lesson Plans Formative Assessments
4. Schedule mandatory employee training (bus driver safety, suicide prevention, Code of Ethics, child abuse reporting)	<ul style="list-style-type: none"> Director of Human Resources Director of Student Services Director of Auxiliary Services Director of Administrative Services 	July 2014 – May 2019	<ul style="list-style-type: none"> GaDOE and GaPSC Training Materials GaDOE Pupil Transportation Consultant 	<ul style="list-style-type: none"> Professional Learning Course Schedule Sign-in Sheets Agendas / Training Materials
5. Train teachers in techniques for BYOT	<ul style="list-style-type: none"> Director of Curriculum and Instruction Technology Manager School Technology Contacts 	August 2014 – May 2019	<ul style="list-style-type: none"> System BYOT Procedures Responsible User Policy Technology Department School Technology Contacts 	<ul style="list-style-type: none"> Professional Learning Course Schedule
6. Continue training for TKES and LKES	<ul style="list-style-type: none"> Director of Curriculum and Instruction Director of Human Resources Principals Assistant Principals Teachers 	July 2014 – May 2019	<ul style="list-style-type: none"> TLE Platform Orientation and Familiarization Materials CSRA RESA GaDOE TKES / LKES Contact TKES Pilot Teachers System Tech. Dept. 	<ul style="list-style-type: none"> Sign-in Sheets & Agendas
7. Develop Student Learning Objectives or pre- and post-measures for courses with no state-mandated assessment or state-generated Student Growth Percentiles	<ul style="list-style-type: none"> Director of Curriculum and Instruction Principals Assistant Principals Teachers 	Update annually July 2014 – May 2019	<ul style="list-style-type: none"> CSRA RESA GaDOE SLO Contact SharePoint Resources 	<ul style="list-style-type: none"> SLO/ Pre-/Post-Assessments

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Initiative 2: Job-Embedded Professional Learning				
<i>Action Step</i>	<i>Responsible Parties</i>	<i>Start & End Dates</i>	<i>Resources</i>	<i>Artifacts</i>
8. Continue content-specific training	<ul style="list-style-type: none"> Director of Curriculum and Instruction Principals Assistant Principals Teachers 	July 2014 – May 2019	<ul style="list-style-type: none"> Title II Annual Needs Assessment Survey Professional Learning Schedule Consultants, Seminars, Conferences Funding for Travel, Registration, and Stipends 	<ul style="list-style-type: none"> Sign-in Sheets & Agendas
9. Schedule training on <i>SLDS</i>	<ul style="list-style-type: none"> Director of Curriculum and Instruction Principals Assistant Principals Teachers 	Ongoing updates August 2014 – June 2019	<ul style="list-style-type: none"> GaDOE Trainer Resources in <i>SLDS</i> 	<ul style="list-style-type: none"> Sign-in Sheets & Agendas <i>SLDS</i> Usage Report
10. Train teachers on all aspects of Georgia Milestones	<ul style="list-style-type: none"> Director of Curriculum and Instruction Principals Assistant Principals Teachers 	Ongoing updates August 2014 – June 2019	<ul style="list-style-type: none"> GaDOE Training / Assessment <i>PowerPoints</i> GaDOE Student Assessment Handbooks 	<ul style="list-style-type: none"> Sign-in Sheets & Agendas
11. System-wide training and implementation of PBIS	<ul style="list-style-type: none"> Director of Student Services Principals Assistant Principals Teachers 	August 2014 – May 2019	<ul style="list-style-type: none"> GaDOE Trainer <i>SWIS / Educator Handbook</i> <i>PowerSchool</i> Positive Action Kits Skillstreaming Mendez TGFV Kits 	<ul style="list-style-type: none"> CCRPI Star Climate Ratings Sign-in Sheets & Agendas
12. Continue Diversity Training	<ul style="list-style-type: none"> Director of Human Resources Director of Curriculum and Instruction Principals Assistant Principals Teachers 	August 2014 – May 2019	<ul style="list-style-type: none"> Consultants DOJ Consent Decree Ruby Payne Training 	<ul style="list-style-type: none"> Sign-in Sheets & Agendas
13. Continue Mindset Training	<ul style="list-style-type: none"> Director of Student Services Director of Curriculum & Instruction Principals Assistant Principals Mindset Trainers Teachers 	July 2014 – May 2019	<ul style="list-style-type: none"> Mindset Training Release Time for Training Funding for Registration for School-based Trainers 	<ul style="list-style-type: none"> Sign-in Sheets & Agendas Reports of Seclusion / Restraint