

STRATEGIC PLAN UPDATE:

PROFESSIONAL LEARNING COMMUNITY: District 149 will attract and retain highly qualified teachers and staff.

Sub Goal	Activity	Activity Update
<ol style="list-style-type: none"> 1. Provide annual professional development focusing on academic achievement. 2. Continue data training through iirc with teachers and analyze data with teachers and staff. 3. Develop a new plan to recruit highly qualified teachers. 4. Train teachers using the Co-Collaborative Model (Teach core subjects across the curriculum). 	<ul style="list-style-type: none"> • District administrators will provide professional development sessions on data analysis, target goals annually and review them quarterly • Develop new recruitment procedures to attract highly qualified teachers and staff. <ul style="list-style-type: none"> ○ Brochures ○ Attend Recruitment Fairs ○ Post in newspapers • Provide opportunities for cross training to occur. • Promote tuition reimbursement program for work related courses amongst support staff. 	<ul style="list-style-type: none"> • 21st Century Learning Director will post all testing schedules, update on Performance Evaluation ,PARRC, and TERRA NOVA. • Provide Professional Development with iirc at least twice per year. • HR will update AppliTrack as needed. • District administrators will screen applicants for interview purposes. • Begin cross training in the different departments to address areas where support staff is retiring. • New teachers will begin in August of every year.

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<p>1. Develop and implement a comprehensive plan to carry out the Board's Goals.</p>	<ul style="list-style-type: none">• Establish community relationships that foster partnerships.• Take the district's Brand Logo to the next phase.• Newsletter 3 times per year	<ul style="list-style-type: none">• Tuition pot already has an established amount of \$75,000 per year. Over 85% of teachers have a Masters Degree. Support staff is less than 1%.• District Wide Pretty Brown Girls Program.• New District Logo is complete. District newsletter is reflective of new brand logo 3 times per year.• Purchase and print materials with new brand logo including table cloths for teacher recruitment, pens, folders, tote bags, folders, and new portable district screen for recruitment.• Continue partnerships with local community colleges and Universities.• Currently planning to create templates for all 8 schools for 2016.• Work with buildings to communicate more effectively and to align building logos with schools.• Work with Northwest Indiana Times to do press releases as often as possible to share news about the district/schools.
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