

Action Plan

Theme: Develop a systemic and creative approach that promotes and maintains **Quality Staffing** throughout the district.

Identified Goal(s)	Key Performance Indicator(s)	Action Required	Timeline For Completion	Possible Resources	Individual(s) Accountable for Growth.
<p>Develop an effective hiring process.</p>	<p>1.) Develop a definitive staff hiring process.</p>	<ol style="list-style-type: none"> 1. Identify Position Needed 2. Advertise and Post Job Opening 3. Update AppliTrack questions (position specific) 4. Narrowing of Candidates (Funnel) 5. Pre Interview Reference Check 6. Identify Interviewees 7. Develop Interview Questions 8. Assemble Interview Team (Administrators, Identified Staff, & Mr. Krause) 9. Conduct Interviews and Tour 10. Post Interview Follow-Up Calls 11. Select Candidate 12. Make Offer 	<p>On going</p>	<p>Gallup Marzanno AppliTrack Other School Districts</p>	<p>Administration</p>

Maintain Quality Staff.	1.) Develop an effective, formal staff appraisal process.	<ol style="list-style-type: none"> 1. Update and finalize Summative Document to reflect Marzano 2. NDE Approval (2017-2018) 3. Train All Staff on Marzano instructional model 	Summer of 2017 Pre-Service 2017-2018	Marzano Academy	Administration Staff School Board (Resources & Finances)
	2.) Implement a meaningful professional development program that effectively supports staff and promotes current practices.	<ol style="list-style-type: none"> 1. Teacher Rounds 2. Continued Mentoring-Refine Process (Selection of Mentors & set meeting times) 3. Opportunity to visit other teachers (Inside or outside district) 4. Maintain and build meaningful professional development 	On going 2018-2019	Time Identified Staff Identified Districts Friday PD Time ESU #3	Administration Identified Staff
	3.) Ensure an equitable salary and benefit package for all new and existing hires.	<ol style="list-style-type: none"> 1. Continue to offer competitive salary and benefit package. 2. Competitive salary for extra duty, athletic, and activity sponsors. 3. Informal incentives (purposeful random acts of kindness) 	On going	Financial Support through effective district budgeting.	School Board Administration

	4) Develop and convey a culture of academic excellence throughout the process.	1. Consistently Implement, evaluate, and support KPIs 1-3	On going	Financial Support through effective district budgeting. Time Identified Staff Identified Districts Friday PD Time ESU #3 Marzano Academy Gallup Marzanno AppliTrack Other School Districts	School Board Staff Administration