

School Improvement Action Plan

Stanton Community Schools
Personnel
 January 11, 2021

Student Performance Goal: <i>N/A</i>		
Support Data <i>Climate survey, Negotiated Agreement, Teacher Handbook, Board Policy</i>	Standardized Assessments <i>N/A</i>	Local Assessments <i>Teacher Evaluations</i>
Intervention (Strategy): To improve student performances by enhancing instructional practices through professional development and growth.		Research Supporting This Intervention <i>ITIP, APL, McRel</i>

Activities to Implement the Intervention (Strategy)	Person(s) Accountable	Timeline		Resources	Staff Development Outcomes
		Beg	End		
1. Study and recommend staffing patterns to the Administration and Board of Education	Administration/Personnel Committee	On-going	On-going	Survey of teachers. Interest survey of students.	
2. Assist in the recruitment of staff a) Staff involvement in informal interview process a. Subject matter teachers give tour and meet informally b. Reach out to staff about openings for candidates – recruitment of candidates	Administration/Staff	On-going	On-going	Personnel from appropriate departments.	
3. Create job descriptions & evaluation instruments a) Analyze all staff including non-certified b) Professional growth points	Administration/Personnel Committee Administration/Staff	On-going December 2005	On-going On-going	Job descriptions from other districts.	Better understanding of job expectations & performance levels. Professional growth opportunities to help renew teaching certificate. Integrate technology into the classrooms. Improved instruction. Student empathy. Increased staff morale and school pride.
4. Generate a list of in-service topics a) Staff in-servicing other staff members b) Professional development opportunities offered by ESU #8 and NDE	Administration/Personnel Committee	On-going	On-going	Survey staff, Taglit Technology survey.	
5. Develop and nurture staff morale a. Student Council input on School pride b. Staff Potlucks on Grades Days	Administration/Personnel Committee	On-going	On-going	ESU #8, recognition of staff at appropriate times (American Education Week, Staff Awards Night, etc.	

