

# STRATEGIC PLAN UPDATE

Board Directive: Address teacher/administration retention.

Goal: By 2023, Elgin ISD's teacher retention rate will be 90%.

# FALL 2018



*Changing Lives...One student at a time*

Activity	Status	Timeline
<p>Design ongoing onboarding/welcome for late hires (i.e., T-TESS, Teacher Resources, Wildcat Welcome, etc.)</p>	<p>Topics for onboarding sessions were identified this summer by Academics and Human Capital: T-TESS, "Human Factor", Technology, Eduphoria, and lesson planning processes</p>	<p>4 meetings have been scheduled for the year: The October session was not needed and the next session is scheduled for Jan. 7<sup>th</sup>, which will capture all new hires to date.</p>

# FALL 2018



*Changing Lives...One student at a time*

Activity	Status	Timeline
Develop multi-level support/mentoring for novice teachers	The mentor program was reviewed by Academics and Human Capital and updated prior to being sent to campus Principals. All new teachers have been assigned a mentor teacher.	September 2018

# FALL 2018



*Changing Lives...One student at a time*

Activity	Status	Timeline
Provide coaching support for elementary campus principals	A Principal Coach has been secured and meets with each elementary principal to provide leadership support and a focus on instructional goals.	Monthly: one day per elementary campus

# FALL 2018



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Activity	Status	Timeline
<b>Synthesize exit survey data; share with key stakeholders; identify areas for growth</b>	<b>Spring 2018 data has been synthesized and was shared with Cabinet and Principals in early Fall 2018. Areas for growth continue to emerge as data continues to come in.</b>	<b>Data collection is ongoing with the bulk occurring in Spring semesters. Data will be shared again in Spring 2019 as preparation for 2019-20 SY recruitment.</b>

# FALL 2018



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Activity	Status	Timeline
<p>Initiate a teacher advisory group to meet quarterly (i.e., cadre of expertise; recognition system)</p> <p><b>Modified: Superintendent will embark on listening tour to each campus/department in Fall and Spring to garner input from all teachers/staff interested in participating in discussion.</b></p>	<p>Listening tour for the Fall semester to each campus completed on Nov. 7<sup>th</sup>.</p> <p>Other departments (transportation, Maintenance/Operations, Child Nutrition, and Administration have not yet been scheduled.</p>	<p><b>December 2018</b></p>

# FALL 2018



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Activity	Status	Timeline
Initiate grassroots pro-EISD parent support group to support schools/staff	Superintendent luncheon scheduled for November 14 <sup>th</sup> with small group of identified parents to begin discussion of grassroots effort to promote EISD.	December 2018

# STRATEGIC PLAN UPDATE

Board Directive: Classroom instruction should be engaging and student-centered.

Goal: 100% of teachers will receive a proficient or higher rating on their annual performance review for T-TESS Dimension 2.1 Achieving Expectations.



# SUMMER 2018



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Activity	Status	Timeline
<p>Identify biggest “bang for your buck” engagement strategies to utilize in classroom instruction. Add these strategies to each campus’ “Instructional Playbook”. Monitor implementation in classrooms.</p>	<p>Each campus has identified the strategies they are focusing on and are strategically rolling them out to teachers. The walkthrough template was revised to aide in classroom monitoring.</p>	<p>August 2018: BOY Professional Development            Ongoing: PLCs and faculty meetings            Walkthroughs weekly by campus and district staff.</p>

