

2017-18 Oconee Elementary School Strategic Plan

9/15/17

Strategic Goal Area III: Human Resources

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start Date & End Date	Resources Needed
	Metrics & Measures	Targets					
I. Acquire excellent people for all positions	All teachers and paraprofessionals are highly qualified as required and defined by law	2015: 100% 2016: 100% 2017: 100% 2018: TBD	Hiring and maintaining highly qualified teachers and paraprofessionals	Maintain the district's position of 100% highly qualified teachers and paraprofessionals as required and defined by law	Chief Human Resources Officer, Human Resources Coordinator, Personnel Manager	2014-2015 2015-2016	Professional Standards Commission database
II. Identify and retain high-performing faculty and staff	All employees evaluated under Teacher Keys or Leader Keys are provided an orientation by their principals: yes or no	2015: Yes 2016: Yes 2017: Yes 2018: TBD	Teacher Effectiveness Evaluation System implementation	Provide support to principals and district leaders for Teacher Keys/Leader Keys implementation	Chief Human Resources Officer, Human Resources Coordinator, and Personnel Manager	2014-2015 2015-2016 2016-2017	Teacher Keys, Leader Keys
II. Identify and retain high-performing faculty and staff	Continue School-Based Mentoring Program	OCES 2015: Yes 2016: Yes 2017: Yes 2018: TBD	Teacher Effectiveness Evaluation System implementation	* Provide support to teachers new to the profession or to OCES	School Administrators	2014-2018	Teacher Keys, Leader Keys Release Time
II. Identify and retain high-performing faculty and staff	Increase positive recognition of employees	OCES 2016: Yes 2017: Yes 2018: TBD		Employee of the Quarter, weekly Tribal News, Love your People Theme for the year, Teachers recognizing one another with Love You People slips read out at faculty meetings	School Administrators, Faculty and Staff	2014-2018	