

Goals, Specific Objective and Performance Targets September 11, 2007

Goal 3: To assure that all schools exemplify the leadership, culture, and organizational practices consistent with effective school research and possess the commitment, knowledge, and support to create structures and services that result in all students mastering the essential curriculum.

Objective 1: Monitor the satisfaction rates related to culture and climate within the school system.

Action Steps:

____3.1.1: Administrators attend 21st Century Leadership Academy.

Beginning date – July 22, 2007; Ending date – July 27, 2007

Persons responsible – Administrative Staff

____3.1.2: County Administrators attend RESA VIII sponsored training activities

Beginning date – July 1, 2007; Ending date – June 1, 2008

Persons responsible – County Administrative Staff

____3.1.3: Continue attendance at WVDOE sponsored 21st Century Strategic Meetings

Beginning date – July 1, 2007; Ending date – June 1, 2008

Persons responsible – Superintendent, County Strategic Committee Members

____3.1.4: Continue book studies related to implementation of Five Year Strategic Plan

Beginning date – October 1, 2007; Ending date – June 1, 2008

Persons responsible – Superintendent, County Administrative Staff

____3.1.5: Monthly Administrative Cabinet meetings discussing issues and goal attainment related to Five Year Strategic Plan.

Beginning date – August 20, 2007; Ending date – June 1, 2008

Persons responsible – Superintendent, County Administrative Staff

____3.1.6: Continue Super Faculty Senate Meeting with School Faculty Senate Presidents

Beginning date – October 1, 2007; Ending date – June 1, 2008

Persons responsible – Superintendent, County Administrative Staff, Faculty Senate Presidents

Objective 2: Maintain a high quality faculty during periods of staff attrition. (a) Recruit and select highly qualified personnel; (b) Develop a system-wide mentoring program for new teachers – address in later years of plan.

Action Steps:

____3.2.1: Implement proactive and early recruitment initiatives at State Colleges and Universities.

Beginning date – July 1, 2007; Ending date – June 30, 2008

Persons responsible – Director of Personnel

____3.2.2: Establish early timelines for job postings and filling position in an expatiated manner in an effort to recruit highly qualified candidates.

Beginning date – July 1, 2007; Ending date – June 30, 2008

Persons responsible – Director of Personnel

____3.2.3: Improve system-wide mentoring program by joining in the RESA VIII mentoring improvement initiative.

Beginning date – July 1, 2007; Ending date – June 30, 2008

Persons responsible – Director of Personnel

____3.2.4: Explore support system in the community for connecting new personnel to the community.

Beginning date – July 1, 2007; Ending date – June 30, 2008

Persons responsible – Director of Personnel