

ACPS 2020 Performance Update

Goal 3: An Exemplary Staff



School Board Meeting

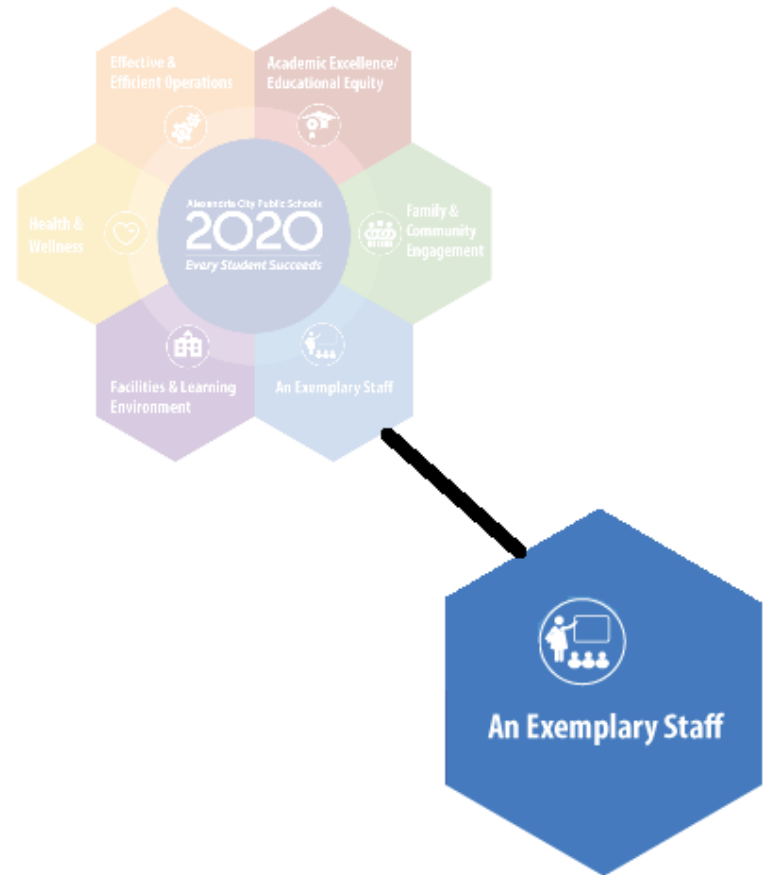
January 12, 2017



Every Student Succeeds

Background

- The Board adopted the 'ACPS 2020' strategic goals and objectives on June 11, 2015.
- A Scorecard was developed establishing Key Performance Indicators (KPIs) for each strategic plan objective.
- KPIs are aimed to inform division performance in the specific objective area on an annual basis and ultimately, school year 2020.



Essential Questions

Background

- What are the Goal 3 Objectives?

Results

- Overall, how did ACPS perform in meeting 2015-16 targets in Goal 3?
- Which metrics showed growth/improvement?

Next Steps

- How do we sustain growth in areas where targets were met or performance improved upon?

Goal 3 Objectives

3.1 Staff Recruitment and Retention

3.2 Collaborative Instructional Achievement

3.3 Individual Professional Development Opportunities and Strategic Plan Focus

3.4 Staff Wellness

3.5 Leadership Development

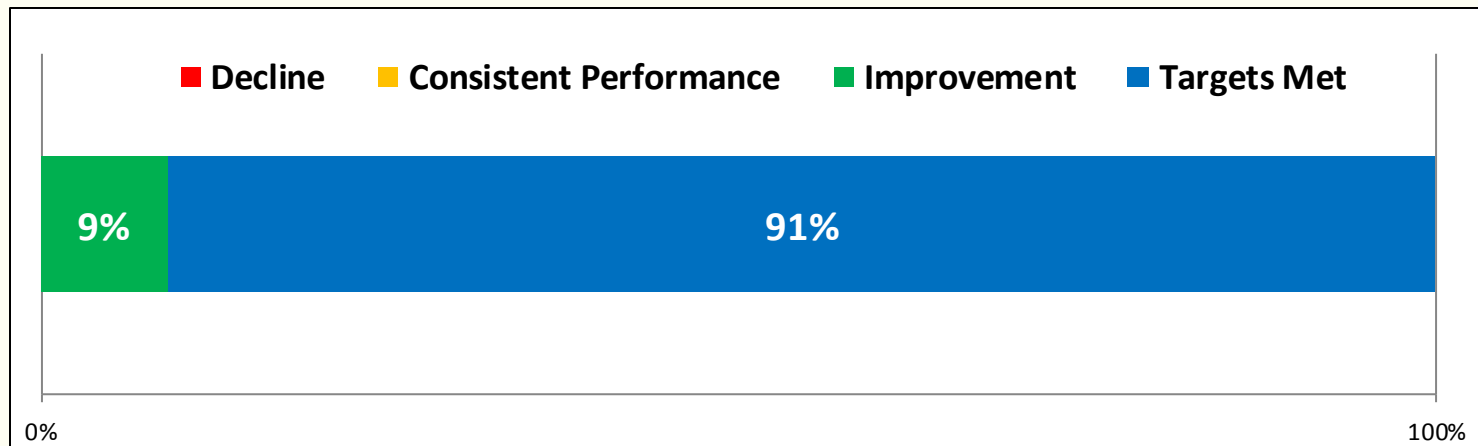
3.6 Staff Evaluation and Performance Improvement



Results for 2015-2016

Summary of Performance

Within Goal 3 there were a total of 11 targets associated with KPIs.



- Overall, 91% (n=10) of all targets were met.
- Nine percent (n=1) of all areas showed improvement.
- There were no areas where performance remained consistent or declined.

Results for 2015-2016

Targets Met

3.1 Staff Recruitment and Retention

- % full-time teacher positions filled by first day of school
- Student-teachers placed in ACPS
- Beginning Master's-level teacher salaries
- Quality of Work Place

3.2 Collaborative Instructional Achievement

- Professional Development providing ongoing opportunities to refine teaching
- Teacher collaboration on student assessment

3.3 Individual Professional Development Opportunities and Strategic Plan Focus

- Support for first-year teachers
- Effectiveness of professional development

3.6 Staff Evaluation and Performance Improvement

- Feedback for teachers deemed helpful
- Consistent teacher evaluation procedures

Results for 2015-2016

Improved Performance



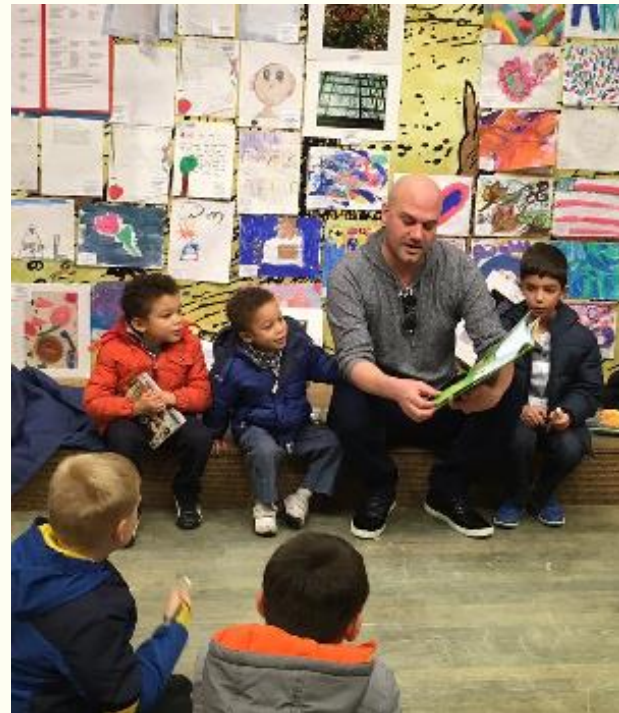
3.1 Staff Recruitment and Retention

- % of new teachers hired before June 30

Next Steps:

Sustaining Growth

- Focus on recruiting efforts that include ACPS job fair, the college job fairs, transfer fair.
- Distribute intent of employment letters prior to January 30, 2017
- Continue to hold retirement seminars



Next Steps: Sustaining Growth

- Increase hiring prior to June 30th
- Increase participation in wellness activities
- Increase awareness and importance of employee evaluations as an opportunity for a feedback tool for professional growth



Questions & Discussion



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