

DISTRICT ACTION PLAN # 1
Substitutes

Strategy 3: Personnel
Strategic Result: *Improve quality and availability of temporary employees.*

ACTION STEPS	TIMELINE	EST. COST/ BENEFITS	PERSON(S) RESPONSIBLE
<ol style="list-style-type: none"> 1. Contract with private sector to provide temporary employees. 2. Annually review wage structure to assure competitiveness in the private sector. 3. Annually review private sector vendor contract. 4. Annually review services provided by private sector vendor. 5. Annually receive input from teachers and administrative staff concerning positive level of services provided from private sector vendor. 6. Annually revise as necessary. 7. Require each teacher to evaluate the substitute=s performance following each assignment. Determine how well the substitute actually followed the teacher’s lesson plans, maintained proper discipline, etc. 	<p>2003-04 to 2007-08</p>	<p>ESTIMATED COST - ALL STEPS: \$80,000 - \$95,000</p> <p>BENEFITS - ALL STEPS: Enhances the probability of continuation of organized level of services in the classroom and other work sites in the school district</p> <p>Expands pool of available and qualified temporary employees</p> <p>Enhances community perception of school district</p>	<p>Assistant Superintendent and District Personnel Staff</p>

DISTRICT ACTION PLAN # 2
Recruitment, Selection, Hiring, and Retention of Classroom Personnel

Strategy 3: Personnel
Strategic Result: *Increase the number of quality applicants, improve the ability to make good personnel choices, and improve the ability to create an environment for success as a new teacher.*

ACTION STEPS	TIMELINE	EST. COST/ BENEFITS	PERSON(S) RESPONSIBLE
<ol style="list-style-type: none"> 1. Survey last three-year hires concerning district contact, district information, and district assistance after hiring. 2. Develop promotional effort that Gulfport School District is the place to work as an educator. 3. Develop promotional effort focusing on high school seniors aspiring to become teachers and on university teacher education majors. 4. Expand and create renewed partnership with university teacher education program. 5. Increase number of student interns in Gulfport for their practice teaching program. 6. Increase the number of teachers completing the requirements to receive a practicing student teacher. 	<p>2003-04 to 2007-08</p>	<p>COSTS - ALL STEPS:</p> <ol style="list-style-type: none"> 1. Contractual Services: <ol style="list-style-type: none"> a. Advertising Agency b. Gallup Organization 2. Mentor Supplements 3. Staff Development Activities <p style="margin-left: 40px;">Cost \$75,000</p> <p>BENEFITS - ALL STEPS: Improved delivery and quality of instruction through:</p> <ol style="list-style-type: none"> 1. improved and increased applicant pool 2. increased knowledge of applicant's skills and potential to develop into a master teacher 3. enhanced selection techniques 4. improved assistance to new hires 5. improved monitoring of new hires 6. increased understanding by the employee of our high expectations 	<p>Assistant Superintendent and District Personnel Staff</p>

DISTRICT ACTION PLAN # 2 (continued)
Recruitment, Selection, Hiring, and Retention of Classroom Personnel

Strategy 3:

Personnel

Strategic Result:

Increase the number of quality applicants, improve the ability to make good personnel choices, and improve the ability to create an environment for success as a new teacher.

ACTION STEPS	TIMELINE	EST. COST/ BENEFITS	PERSON(S) RESPONSIBLE
<p>7. Require principals to critique teachers assigned to the Gulfport School District.</p> <p>8. Create additional and renewed partnerships with university teacher placement center.</p> <p>9. Create on-line application process and transfer existing and new personnel files to electronic media.</p> <p>10. Enhance ability, through improvement of interview techniques, to select applicants who have traits, characteristics, etc. to become master teachers.</p> <p>11. Enhance ability to identify strengths of new hires.</p> <p>12. Provide on-line staff development activities to focus on strength-building.</p>	<p>2003-04 to 2007-08</p>	<p>COSTS - ALL STEPS:</p> <ol style="list-style-type: none"> 1. Contractual Services: <ol style="list-style-type: none"> a. Advertising Agency b. Gallup Organization 2. Mentor Supplements 3. Staff Development Activities <p>Cost \$75,000</p> <p>BENEFITS - ALL STEPS: Improved delivery and quality of instruction through:</p> <ol style="list-style-type: none"> 1. improved and increased applicant pool 2. increased knowledge of applicant's skills and potential to develop into <ol style="list-style-type: none"> a. master teacher 3. enhanced selection techniques 4. improved assistance to new hires 5. improved monitoring of new hires 6. increased understanding by the employee of our high expectations 	<p>Assistant Superintendent and District Personnel Staff</p>

DISTRICT ACTION PLAN # 2 (continued)
Recruitment, Selection, Hiring, and Retention of Classroom Personnel

Strategy 3: Personnel
Strategic Result: *Increase the number of quality applicants, improve the ability to make good personnel choices, and improve the ability to create an environment for success as a new teacher.*

ACTION STEPS	TIMELINE	EST. COST/ BENEFITS	PERSON(S) RESPONSIBLE
<p>13. Provide three-year staff development program for first year new teacher hires.</p> <p>14. Provide staff development program for experienced teachers who are new hires.</p> <p>15. Identify, train, and compensate a mentor pool to assist newly hired teachers.</p> <p>16. Identify strength and expertise of individual mentor to match those of new hires.</p> <p>17. Revise teacher job description to include accountability for learning and safety.</p> <p>18. Provide systematic plan of improvement, when necessary, focusing on improved delivery of instruction.</p> <p>19. Require all new hires to submit to a blood test to detect illegal drug presence and submit to fingerprint background check thru FBI.</p>	<p>2003-04 to 2007-08</p>	<p>COSTS - ALL STEPS:</p> <ol style="list-style-type: none"> 1. Contractual Services: <ol style="list-style-type: none"> a. Advertising Agency b. Gallup Organization 2. Mentor Supplements 3. Staff Development Activities <p style="margin-left: 40px;">Cost \$75,000</p> <p>BENEFITS - ALL STEPS: Improved delivery and quality of instruction through:</p> <ol style="list-style-type: none"> 1. improved and increased applicant pool 2. increased knowledge of applicant's skills and potential to develop into a master teacher 3. enhanced selection techniques 4. improved assistance to new hires 5. improved monitoring of new hires 6. increased understanding by the employee of our high expectations 	<p>Assistant Superintendent and District Personnel Staff</p>