



Recruitment and Retention Plan

Teacher and Administrator Recruitment Plan 2019-2021 School Years

School District Name: Athol-Royalston Regional School District

Summary:

Over the course of the last three years Athol-Royalston Regional School District has lost many teachers and administrators due to retirement, recruitment of teachers and administrators to other school districts and the designation of one school as level 4. Teachers and administrators have commented that supports have not been in place to properly instruct students in classrooms. This has included material supports, class size and extra support personnel who are qualified to work with some students challenging needs. In addition, teachers have felt that the instructional practices expected of them have not been clearly articulated or they do not align to the current rigor of the standards. During the 2017-2018 school year the district lost or did not renew 22 licensed teachers and three principals, and one assistant principal. Below is a set of activities and strategies the district will use to maintain quality staff, hire quality staff and maintain them.

Describe the school's general recruitment activities, i.e. those intended to reach all students.

General Recruitment Activities for 2018-2019:

Activity 1: Annual Community Outreach Event. Annually, prior to May the district will host a recruitment session for school positions in Northampton for the purpose of recruiting teachers and administrators for the district. A letter will go out to all education departments in the greater Worcester, Fitchburg and Springfield area to invite candidates to apply. At the event an overview of the districts strategic plan will be presented along with a overview of each of the district schools and the supports they offer for the teachers. Free snacks will be offered to all who attend. Teachers, students, families, school committee members from the district will be recruited to speak at the event.

Activity 2: District will attend all university recruiting sessions for teachers. District will do this by reaching out to each university's education and career office to ask when they hold job fairs. Once the district has obtained dates for each event a district person will be assigned to attend the event. At the event the district official will collect resumes for pending open positions and supply them to the appropriate department person so they can follow through with candidates for interviews.

Activity 3: District will begin writing bi-weekly articles to local news outlets to gain positive press.

Each director and principal will be assigned a week to write an article to the paper and other local news outlets on a positive happening in the school that correlates back to teachers and students successes and aligns to the districts strategic plan.

Activity 4: Information Sessions. District will hold an annual community forum in the district which local universities and colleges and community members will be able to attend. The purpose of the event will be a review of the district's current state. The presentation will include a review of the district strategic plan, WINN based on outcomes in plan, areas that still need to be worked on along with plans to improve in areas of concern. People who attend will be allowed to ask questions of the district and school administration.

Activity 5: Implementation of Strategic Plan. The district will ensure the strategic plan is fully implemented. The plan was developed by all stakeholders in the district, it includes ways in which the district will ensure curriculum and materials align to state frameworks, PD is aligned to students needs and teacher concerns and extra supports are put in place in areas where students greatest needs have been identified. In addition, the plan subscribes to a set of activities that builds best practices in the district for turning around schools.

Activity 6: Hiring Practices: District will develop and implement hiring processes that all district administrators will follow. All certified staff hiring will require a hiring committee of teachers, administrators, parents, students and community members when possible. The committee will be orientated to district policies and procedures prior to the interview and selection of candidates by the facilitator of the committee who will be selected by the superintendent. The facilitator will not be a voting member of the committee, but will ensure all process are followed including the affirmative action policy.

Activity 7: Monitoring student progress and providing teacher support: District will continuously review student learning in classes through use of benchmark tests, common assessments and state assessments every 6 weeks. Through data cycle on inquiry student's areas of concern will be identified and success plans will be developed and implemented for remediation of the students. Teachers whose classes do not show students growth in academics over time will receive additional support from a curriculum support person within or outside the district. The person supporting the teacher will not be an evaluator, but a coach. This means they will not report to the evaluator of the teacher any information discussed during observations and coaching sessions. The purpose will be solely for the teacher to get help with developing and implementing a plan of improvement for students in their classroom.

Activity 8: Focus groups: The principal of each building along with the superintendent will meet twice a year with teachers to discuss how things are going in their perspective schools. Questions will align with district plan initiatives and objectives. Time during focus groups will be allotted for teachers and staff to discuss any concerns they have on their mind. A union official from the building will be asked to join focus groups as well.

Activity 9: Climate and Culture Survey: Twice a year the administrators of the building will put out a climate and culture survey to parents, teachers and students to get feedback. During the district quarterly data meetings, ILT meetings and the assistant principals meetings the data will be analyzed; areas of concern will be identified and prioritized. The team will set up action plans to improve in 3-5 of the areas of concern identified by the survey tool. During the faculty meeting each month an update on what is being done to improve in areas of concern will be talked about. Also, the principal will go over results of surveys with school council and PTO to seek advice on how to improve areas of concern and inform stakeholders of plans for improvement.

