

Priority #5:

An environment that supports a quality, professional, and respected staff.

Goal A:

JCC will continuously improve a comprehensive Teacher Growth, Development, & Evaluation Plan.

1. Instructional Coaches will serve for 3-year terms.
2. All teacher evaluations will be on a specific 3-year cycle.
3. A system will be created for the annual review and revision of individual teacher growth and development plans will occur between the teachers, the principals, and instructional coaches.
4. Principals will conduct regular walk-through evaluations of all teachers in their buildings numerous times every year.
5. The Teacher Growth, Development, and Evaluation Team will continue to assess the program and make recommendations for improvement on an annual basis.

Goal B:

JCC will provide on-going professional development programs and opportunities for its employees.

1. A working staff development committee with yearly goals that represents all buildings and PLCs.
2. Continuously improve paraprofessional support/trainings before and during the school year.
3. Review, assess, and revise comprehensive 1-year and 2-year new teacher induction program.
4. Improve the lines of communication between our staff development committee and PLC leaders for staff development needs.
5. Search out new opportunities for networking with neighboring school districts.

Goal C:

JCC will build teacher leadership within our school district.

1. Each curriculum committee, with at least three members, will have a leader.
2. Each PLC, with at least three members, will have a leader.
3. Each committee will be led by teachers.
4. Paraprofessionals will have a lead trainer.
5. We will have Teacher Trainers for PLCs, Standards-Based Grading, and Differentiated Instruction.