

Montgomery County Schools
Department Improvement Plan
A Continuous Improvement Strategic Plan

Use the mouse to move from field to field.

Department Name: Human Resources	School Year: 2019-20 school year	Quarter: First Quarter	Date: September 25 th , 2019
Current NCLB Status: N/A		Current ABC Status: N/A	

Plan	<p>Overall SMART Goal: Your overall goal will reflect a two to three year long-range goal</p> <p>By 2018, MCS will retain beginning teachers in a three year cohort at a rate of 60%</p> <p>By 2020, MCS will retain beginning teachers in a three year cohort at a rate of 70%</p> <p>Target SMART Goal/Measure: (Selection of a district wide goal must be based upon operational need and must be supported by data. State clearly how operational goal will impact strategic performance)</p> <p>2019-20 school year- 2016-17 class- 40% still with MCS 2017-18 class- 50% still with MCS 2018-19 class- 92% still with MCS</p>
Study	<p>Insert (or attach) data table to support the selection of the above stated the overall SMART Goal and Target SMART Goal</p>

	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Summer
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Study	<p style="text-align: center;">Data analysis: (SWOT) analysis</p>	<p>Quarter 1</p> <ol style="list-style-type: none"> 1. What does the data tell us? Just now reviewing three year cohort data for teacher retention in MCS. 2. New state guidelines are hurting the recruitment and retention of new teachers to North Carolina. 3. Not tell us? Why we are losing our new teachers 4. Celebration(s)? 5. OFIs? Mentee support/Teacher supplements 	<p>Quarter 2</p> <ol style="list-style-type: none"> 1. What does the data tell us? We are losing our new teachers within their first three years at a high rate. 2. Not tell us? 3. Celebration(s)? 4. OFIs? TBD 	<p>Quarter 3</p> <ol style="list-style-type: none"> 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)? 4. OFIs? 	<p>Quarter 4</p> <ol style="list-style-type: none"> 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)? 4. OFIs? 	<p>Summer</p> <ol style="list-style-type: none"> 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)? 4. OFIs?
Plan	<p style="text-align: center;">Identify Key Strategy</p>	<p>Quarter 1</p> <ol style="list-style-type: none"> 5. Next step? 	<p>Quarter 2</p> <ol style="list-style-type: none"> 5. Next step? (revise to address Identified OFIs) 	<p>Quarter 3</p> <ol style="list-style-type: none"> 5. Next step? (revise to address Identified OFIs) 	<p>Quarter 4</p> <ol style="list-style-type: none"> 5. Next step? (revise to address Identified OFIs) 	<p>Summer</p> <ol style="list-style-type: none"> 5. Next step? (revise to address Identified OFIs)
Plan	<p style="text-align: center;">Person(s) Responsible for ensuring the strategy is deployed</p>					
Plan	<p style="text-align: center;">Resources Available (include \$ encumbered and name of budget)</p>	<p style="text-align: center;">Quarter 1</p>	<p style="text-align: center;">Quarter 2</p>	<p style="text-align: center;">Quarter 3</p>	<p style="text-align: center;">Quarter 4</p>	<p style="text-align: center;">Summer</p>

Plan	Resources Needed					
Plan	Professional Development (Indicate title, content and audience)					
Plan	Parent and Community (Stakeholder) Involvement					
Do	Create the deployment plan	Use the Quarter 1 deployment plan template below	Use the Quarter 2 deployment plan template below	Use the Quarter 3 deployment plan template below	Use the Quarter 4 deployment plan template below	
Study	Evaluation: 1. What data will you use to determine if the strategy was deployed? 2. What data will you use to determine if the strategy was deployed with fidelity? 3. What data will you use to determine if the strategy impacted the overall goal or target goal?	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Summer
Study	State the results for the current quarter	Quarter 1 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?	Quarter 2 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?	Quarter 3 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?	Quarter 4 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?	Summer 1. What does the data tell us? 2. Not tell us? 3. Celebration(s)?
Act/Plan	If target met, adjust target goal. If not, continue to quarter to answer remaining questions.	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Summer

Steps (Provide detailed steps)	Quarter 1 Deployment Plan	Person(s) Responsible	Measure(s)
#1	MCS will contract with UNCC to provide added support for all first year beginning teachers (15 new teachers identified)	Kevin Lancaster	
#2	MCS will continue to use Instructional Facilitators to serve as Lead Mentors	Donna Kennedy	
#3	MCS will collect mentor logs on a monthly basis	Donna Kennedy	
#4	MCS will require each school to submit a "BT" support plan (completed September 15 th)	Kevin Lancaster	
#5	MCS will continue to use Title II funds to help pay for lateral entry teachers course work and passed licensure exams (pending funds availability)	Kevin Lancaster	

Steps (Provide detailed steps)	Quarter 2 Deployment Plan	Person(s) Responsible	Measure(s)	Action Step Completion Date
#1- Still Quarter one deployment	MCS Diversity Committee will consider minority hiring and retention as a goal to work on. We have developed a department improvement plan for this particular goal.	Kevin Lancaster/Takeda LeGrand		December 1 st , 2019
#2	MCS is partnering with Stanly County Schools and Pfeiffer University to try and recruit senior students to consider teaching as a profession. We have started back teaching the "Teacher Cadet" program at MCEC, EMHS and WMHS.	Kevin Lancaster/Wade Auman		
#3	MCS is providing a \$2,000 sign on bonus for fully certified EC, math and science teachers	MCS		
#4	MCS conducts exit interviews with all teachers who are leaving to try and understand their reasons for leaving.	Kevin Lancaster		
#5	MCS has an end of the year survey that all BT's complete on how well they were supported during their first three years of teaching.	Donna Kennedy		

#6 At our Teacher of the Year banquet this spring, we will begin honoring a "Beginning Teacher " of the Year.

#7 We have partnered with Pfeiffer University to mentor our new teachers for the 2019-20 school year along with providing staff development.

#8 We have a retired principal who serving as our part-time Beginning teacher coordinator.

Steps (Provide detailed steps)	Quarter 3 Deployment Plan	Person(s) Responsible	Measure(s)	Action Step Completion Date
#1				
#2				
#3				
#4				
#5				

Steps (Provide detailed steps)	Quarter 4 Deployment Plan	Person(s) Responsible	Measure(s)	Action Step Completion Date
#1				

#2				
#3				
#4				
#5				
#6				
#7				
#8				
#9				