



Staffing North Boone Strategic Plan Update

Staffing

Significantly increase and enhance staffing and supports to student.



Certified Staff Retention

2016

73% staff
retention
rate

2017

76% staff
retention
rate

2018

83.5% staff
retention
rate



Analyze and implement mentoring program for all staff to increase retention.

In Progress

- Review Teacher Mentor program
- Create online directory of professional development for all staff

Future Action Steps

- Develop a Paraprofessional Liaison Program
- Develop an Administrative Mentor/Liaison Program



Analyze current practice to enhance and support substitute pool.

In Progress

- Review and create a streamline process for substitutes and teachers (paperwork)
- Create an outreach program to education public on open positions
- Explore substitute pay range to be competitive with surrounding districts.

Future Action Steps

- Explore the option of having a permanent substitute in district
- Develop incentive plan for substitutes based on their loyalty to the district.
- Packet/note to welcome substitutes to each school



Develop and implement a plan to ensure adequate support inclusive of but not exclusive to specialists.

In Progress

- Explore options to fully staff the libraries.
- Hire curriculum coordinator
- Investigate alternatives for scheduling/staffing

Future Action Steps

- Review class size policy and alternatives to split grade level classes
- Review and analyze current Response to Intervention (MTSS) program
- Review staffing for special education programs which include additional clerical and psychologist to help streamline the referral and IEP process

