

Minutes for Goal #6 - 01/12/09

Those in attendance: Gary St. George, Don Haisley, Heather Crocker, Katie Palmer, Laurie Roark, Linda Blackburn, Marsha Azorsky, Patty Scherer, Rob Lonning, Mike Chatterton

TWO TASKS AHEAD OF US:

- 1 – Any budget concerns must be addressed by April 15.
- 2 – Report to include:
 - Describe current practices for recruiting, retaining & providing professional development that are working and what the district should continue.
 - Offer ideas from other districts worthy of consideration.
 - New ideas?

IDEAS FROM OTHER DISTRICTS:

Information from other districts (Connecticut, Pend Oreille, Jerome, others mentioned by Rob)

- Most states have required program for new teachers
- Possible week before school devoted to new teachers
- 3 tier program from Jerome (I will forward the e-mail received from Jerome)
- Connecticut website: www.ct.best.org (CT BEST program)
- Redesign the school day
- Involve cognitive coaches regarding mentor/mentees
- Possible use of retired teachers with stipend to mentor
- First year teaches- by second year - present portfolio, video of teaching
- Develop a needs assessment to determine what new teachers actually need when they come to Blaine county
- Pay for credits
- Union presidents given days to meet with superintendent
- Workforce housing – provide training for first time homebuyers

PROFESSIONAL DEVELOPMENT:

- Distance is an issue for recruiting student teachers – work on better relationship with Universities to recruit for our area
- PLC should be the central focus of professional development
- Will look in to what how each building is using their PLCs
- Need time to collaborate (school redesign)
- Communication with parents on school day redesign is crucial regarding time issue and logistics

RECRUITMENT:

- Some schools have signing bonuses (short term not effective?)
- Any improvements to Grow Your Own?
- Continue to share ideas with other HR departments (other states – resort areas)
- Build or buy more housing to rent

NEXT MEETING:

Three Topics:

- Recruiting: Patty R, Katie, Mike, Fritz
- Retaining: Patty S, Marsha, Linda, Brent
- Professional Development: Rob, Laurie, Mark

Dates:

- By February 27 – share information you have researched with your team members
- March 9 – meet to work on report

**Hope I got everything – If you want to add – let me know and I will resend!