

## **Student-Focused Staff**

Meeting September 29<sup>th</sup>  
Woodside Elementary

Our first meeting was held at Woodside on Sept. 29. We met each other, shared our interest with this goal area, and read through the Strategic Plan document to understand the focus of our research. In summary, we are concerned with Recruiting, Retaining and developing our staff in order to have a World Class School District.

Our first action plan is to share information with the committee members about what our current status looks like in BCSD related to having a Student-Focused Staff. Information on the following topics will be shared with the committee members as soon as it can be gathered. At our next meeting we will be able to discuss these topics.

- Length of service of current staff...HR
- Number of possible retirees next 6 years...HR
- If hired in last 10 years, still here?...HR
- District \$ in future, what can we create/offer?...Mike
- Show our online applic. process...HR
- Methods of retaining staff, ie; mentors...Patty
- Summary of our Master Contract & our relationship with our Board of Trustees...Mark and Marsha
- Where/how we go to recruit...Gary and HR
- Grow our own info...HR and Mike
- Where BCEA thinks we can improve...Mark and Brent
- Our Teaching Academy...Laurie via Stacy Smith
- How do we "present" the job/and or classroom to new hires...Mark and BCEA

In addition to our current status, we identified several areas where we would begin to gather information regarding other school district's efforts to enhance their staff.

Fritz agreed to share info from the Washington State Prof. Devel. manual, and the Succession Study from Plano, Texas.

Rob will gather and share info regarding his experiences with staff preparation/development in Connecticut.

Marsha and Patty offered to provide some refreshments for:

**OUR NEXT MEETING on October 27 at 3:45 at Woodside Elementary.**

Fritz has agreed to compile our meeting minutes at our future meetings. Thank you Fritz!