Bordentown Regional 2023-2028 STRATEGIC PLAN – ACTION PLAN Year 1

FOCUS AREA: ***Staff Retention and Professional Development***

GOAL STATEMENT: The BRSD will work collaboratively with stakeholders to develop ways to retain and enrich all staff members (certificated and non-certificated).

OBJECTIVE 1: Cultivate a climate that promotes retention of staff (physical, mental health, social and emotional wellness) through mentoring, professional development and professional learning communities.

Major Activities	Staff	Resources	Timelines	Indicators of Success
1. Update the BRSD mentoring program within the auspices of the Curriculum & Instruction Department. Employ tenured and highly effective staff to work with new staff who require mentoring for a permanent certificate in a manner that allows the newer staff member to have multiple opportunities to observe, be observed and receive feedback in a positive manner that can be used in their own practice	Administrative Teams; Directors & Supervisors; Principals; mentor teachers	• Survey to determine which staff will need a Mentor for 2023-2024 • Substitute/class coverage	Fall, Winter, Spring 2023-2024	• Spreadsheet of Staff who will volunteered to be a Mentor in 2023-2024 • Successful BRSD Mentoring completion by new staff
2. Examine and evaluate why all staff choose to work in BRSD as well as why they may choose to stay/leave the district.	Administrative Teams; Directors & Supervisors; Principals; Certificated and Noncertificated Staff;	• Survey of new staff as to why they chose to apply to the BRSD • Exit interview with staff who choose to	August for New Staff; ongoing for staff who are exiting	• New staff survey results • Exit interview data collected by Principal or Director

Major Activities	Staff	Resources	Timelines	Indicators of Success
		leave the BRSD		• BRMS Faculty Book Club
3. Consider the development of a pre-and post mentoring survey to assess the effectiveness of the program.	Curriculum department staff in charge of New Teacher program	• Google Survey • Microsoft Outlook	Summer 2023 for Pre-Survey May 2024 for Post Survey	Comments from Mentoring post-survey - May 2024

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OBJECTIVE 2: Ensure professional development needs of all staff are identified through ongoing feedback and are relevant to student and staff needs that are communicated and funded effectively.

Major Activities	Staff	Resources	Timelines	Indicators of Success
1. Meet as an administrative team to collaboratively plan professional development for the school year.	Administrative Team; Directors & Supervisors; Principals;	• In Person or Virtual Meeting Venue • 2023-2024 District Calendar	Summer 2023	• Professional development objectives set for 2023-2024 school year planned in summer of 2023 • Principal & Director Meetings held 7/27/2023; 8/3/2023; 8/10/2023; 8/17/2023 with J. Lymper • Trauma Responsiveness Professional Development given in two sessions - one for Elementary and one for Secondary staff on 10/9/2023;

Major Activities	Staff	Resources	Timelines	Indicators of Success
				This session was conceived and planned during Summer PD preparation • At the 11/1/2023 Educational Leaders meeting the team engaged in a Book study protocol after reading, The Power of Potential by Thomas D'Eri; what emerged from this meeting is a call for data meetings to talk about teaching and learning.
2. Re-Establish a professional development committee composed of various stakeholders to support the professional development through participation in the development of PD, acting as liaisons and leads	Administrative Teams; Directors & Supervisors; Principals, all staff (certificated and non-certificated)	• In Person or Virtual Meeting Venue • Survey of interested individuals • Time	2023-2024 school year	• An active, working PD group • Clear and open understanding of the district PD goals by all stakeholders

Major Activities	Staff	Resources	Timelines	Indicators of Success
for PD and providing professional development where applicable.				
3. Explore the District calendar for opportunities to provide more professional development; Utilize potential low staff/student attendance days for PD	Administrative Teams; Directors & Supervisors; Principals; Certificated and Non-Certificated Staff	• Calendar Committee	Fall 2023	Additional time allotted for staff to partake in PD: - "The Energy Bus" Bookstudy by BRMS Teachers - Energy Bus Slide Deck from BRMS PLC - 1.5 hours given for GCN Training on 10/9/2023 - HIB, Seizure, Blood Borne Pathogens Training - BRMS AEP Days where staff can meet in Professional Learning Communities during the school day when students are engaged with guest speakers or

Major Activities	Staff	Resources	Timelines	Indicators of Success
				special programming
4. Explore funding opportunities to ensure that District professional development is robust allowing staff to explore best practice in their areas of expertise (including but not limited to certified programs such as Orton-Gillingham, Wilson, graduate level courses, and other professional development)	Administrative Teams; Directors & Supervisors; Principals, all staff (Certificated and Non-Certificated)	• Staff, data, professional organizations, outreach to other districts	2023-2024 School year	• Research available PD opportunities, costs, and grants and budget proposals for 2024-25 and beyond • Staff attended Teachers as Scholars programming at The College of New Jersey and Princeton University • Staff attended several sessions of TCNJ's Scholars Engage series