



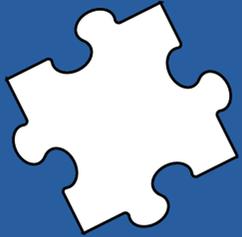
# Adams 12 Five Star Schools

Kari Coccozzella, Executive Director of Schools



## Goals

- 1. Create and Improve systems to support building administrators
- 2. Identify strategies and systems to recruit and retain highly effective educators especially in hard to fill endorsements and highly impacted schools



## Gaps and Root Causes

- Building administrators have had focused professional learning in curriculum and instruction, however, we have not focused on other crucial areas of their jobs.
- With a solid overall system in place, we will be able to support and retain personnel and continue to create a pipeline of leaders.
- It is imperative that our leaders are able to work collaboratively with both building staff and district personnel.
- We have struggled to find personnel with hard to fill endorsements and compete in finding and retaining staff in our highly impacted buildings.
- We need to solidify and market what we offer to prospective candidates and current educators outside of monetary compensation in order to recruit and retain highly effective educators.



## Accomplishments

- Shared information with CAO, Deputy Superintendent, CHRO, PD Director, APEX Administrator, Induction Coordinator.
- Met with our West Ed facilitator and CDE to start our team discussions about next steps
- Surveyed all new educators within the last three years
- Created an exit survey for educators; goal is to begin implementation during the 2017-18 school year
- A new district wide culture/climate survey was administered in March, 2017 which will guide us in determining areas of focus for retention.



## Questions we are Pursuing

- What do we need to do to create a successful and purposeful Principal Advisory Group to help guide and support building administrators in strategic, instructional, human resource, managerial, and school culture and equity leadership?
- What are the strengths and needs of Adams 12 Five Star Schools in both administrators and educators?
- Why are our educators leaving and how can we increase our retention, especially in hard to fill endorsement areas and highly impacted schools?
- How are we capitalizing on current recruiting strategies and identifying additional ways in which to market and attract educators to our district?



## Questions for Colleagues

- What structures do you have in place to ensure quality embedded learning and/or training opportunities for your building administrators?
- How do you determine what is needed and analyze the success?
- What strategies do you use for recruitment outside of monetary compensation for educators, especially in hard to full endorsements and highly impacted schools?
- What are your top retention strategies for hard to fill endorsements and highly impacted schools?

