



# SAU 61 Farmington, NH/Henry Wilson Memorial School



Andrea Reade, NCC T.A. Provider



## Goals

- Collect and analyze data to determine if perceptions about retainment issues of staff are valid
- Identify 2 or 3 key focal areas to guide the work
- Develop a coherent strategic plan for professional development that is linked to the educator evaluation and support process
- Work on improving community perception and support of the school/district



## Gaps and Root Causes

- Turnover rate of both teachers and leaders has been an ongoing problem
- Getting quality applicants for open positions is a continual challenge
- Mindset of staff and community is negative and distrustful



## Accomplishments

- A new collective bargaining agreement was reached that was very teacher driven. The superintendent was able to negotiate in a collegial fashion which helped to build trust.
- The Principal and Vice Principal of HWM have begun instituting behavior management practices. Both students and staff are showing some positive response to the new “discipline” methodology.
- Identified that teachers needed better strategies for planning and teaching to standards so PD in UBD has begun.
- Beginning the process that includes staff for creating a 3 year strategic plan for professional development that is tied to the district educator evaluation and support system and driven by needs identified in student achievement data.



## Questions we are Pursuing

1. How do we move the staff forward toward embracing a positive and professional mindset that is focused on both their own growth and learning to become better educators as well as continually analyzing their practice in light of student growth and learning?
2. How do we improve the mindset of the community about the school/district to cause positive increases in meaningful engagement and support?



## Questions for Colleagues

1. What are some ways to motivate or increase staff willingness to authentically engage in professional learning?
2. What strategies can you recommend for engaging the community in the school and district that could lead to improved perceptions and support?

