

## Action Plan

Goal: Create a teacher care model that promotes growth and support.

1-Year measurement – 8/1/2021 – Curriculum developed for the new teacher institute.

3-Year measurement – 12/31/2022 – Increase number of coaches 1 coach per 7 teachers , increase release time from the classroom to 25 hours a month for each coach.

Team who completed action plan: Abbi Kaplan, Simi Basu, Jason Gillett, Tara Broyd, Tom Whendling, Eric Jacobson, Karen Johnson, Stephanie Mendrala (Chair)

### Detailed Tasks

Task	Beginning Date	Ending Date	Individual Responsible
<p>Create a teacher curriculum that documents our instructional model for STEM School that can be used as prototype for the Institute.</p> <ul style="list-style-type: none"> <li>● Key components for our instructional model will be documented.</li> <li>● Look for holes and develop material to fill.</li> <li>● Develop a system to regularly evaluate and respond.</li> </ul>	Now	Version 1 available 8/1/20	Stephanie Mendrala
Ask coaches and mentors for feedback on what should be included in above binder.	Now	5/31/20	Stephanie with coaches and mentors
Start a process for teachers to set and review 1,3 and 5 year career goals at the beginning of each school year with their coach. Incorporate into the instructional model binder.	Now	Version 1 available 8/1/20	Stephanie with coaches and mentors
Pilot the new teacher binder with our instructional model during the 2020-21 school year with a system to incorporate feedback into future versions of the binder.	August 2020	May 2021	Stephanie with coaches and mentors
The Teacher Compensation Committee along with the Funds Development Committee evaluate methods to increase annual compensation for teachers so as to attract and retain a higher number of teachers. Report to Strategy Team.	Now	Decision by 12/15/20	Teacher Compensation Committee in conjunction with Funds Development Committee
Start program and secure budget to bring new teachers in 1 day earlier to work with mentors to learn our instructional model	Now	Achieved by August 2021	Stephanie Mendrala
<p>Increase teacher release time for coaches to 25 hours/month to improve teacher relationship building and coaching skill so that monthly work includes:</p> <ul style="list-style-type: none"> <li>● Observations</li> </ul>	Now	Achieved by August 2021	Stephanie Mendrala

<ul style="list-style-type: none"> <li>● Pre/post meetings with teachers</li> <li>● Weekly coach training</li> <li>● Monthly Professional Learning Community opportunity</li> <li>● Monthly meeting with Director</li> </ul>			
<p>Increase teacher release time for mentors to 90 minutes/month to improve mentoring skill and teacher relationship building</p> <ul style="list-style-type: none"> <li>● 1 observation/month for induction and STEM new teacher</li> <li>● weekly teacher meetings for induction</li> <li>● monthly teacher meetings for STEM new teachers</li> <li>● Quarterly half day professional development for training and support.</li> </ul>	Now	Achieved by August 2021	Stephanie Mendrala