

# Quality Professionals

Our goal: Recruit, employ, develop and retain professionals who are effective in achieving our mission.



## 1. Engage Central Office employees in professional development related to district goals and expectations.

- Train district personnel on the Strategic Direction and administer an annual strategic plan survey to support the system's vision for continuous improvement.
- Develop implementation plans that are aligned to and support the district's goals for continuous improvement as outlined in the strategic plan.
- Use a quarterly review process to monitor and report progress on the strategic plan to gain trust, promote constructive dialogue and determine success.
- Utilize Microsoft Office 365 to streamline processes, promote collaboration, house internal employee resources and increase transparency among departments and divisions.

## 2. Foster a culture of relevant and effective professional growth among all employees.

- Provide a comprehensive employee induction and mentoring program for all new classified and certified employees.
- Improve employee effectiveness by providing time and support for all classified and certified

staff to engage in professional learning based on job responsibilities and individual needs.

- Standardize and communicate operating procedures to support collaboration, streamline processes and promote system effectiveness.
- Demonstrate the highest standard of professionalism and customer service.

## 3. Strengthen MCPSS's ability to attract, recruit and retain highly effective leaders, teachers and support staff through an efficient recruitment and hiring process.

- Streamline the system's hiring process in light of changing technology and the skills of this generation of potential employees.
- Forecast needs, increase candidate pool and proactively plan for succession through collaboration with local schools and departments and staff positions that reflect the diversity of community.
- Develop a retention plan for employees in hard-to-fill areas.
- Provide leadership and training opportunities to support and identify the next generation of school and district leadership.
- Create a comprehensive HR dashboard for use by leadership and administration to monitor employee data.



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