



LINCOLN PUBLIC SCHOOLS DISTRICT GOALS 2007 AND BEYOND

Teacher Excellence and Professional Development – Key Components

School Year	Personnel Practices	Evaluation of Faculty and Staff	Professional Development Program
2006-2007	<p>Continue to recruit, develop and retain strong administrative leadership</p> <p>Incorporate recently revised procedures for faculty hiring and recruitment of highly qualified teachers into a personnel manual</p> <p>Analyze staffing needs in light of enrollment data, Hanscom contract status and retirement projections</p> <p>Renew efforts to recruit a more diverse faculty and staff</p>	<p>Continue implementation and training for Teacher Evaluation Program with emphasis on orienting new evaluators and achieving consistent use of evaluation instruments and inter-rater reliability</p>	<p>Plan and implement PD programs for paraprofessionals</p> <p>Implement and expand technology integration pilot projects</p> <p>Continue to develop teacher mentor program and expand to include administrators</p> <p>Reinforce common understanding among faculty of standards based instruction and assessment</p> <p>Investigate further professional development collaborations with other districts and educational organizations</p>
2007-2008	<p>Develop and implement Personnel Manual</p> <p>Develop staffing projections and succession plan</p> <p>Evaluate the effectiveness of efforts to recruit and retain a more diverse faculty and staff and develop and implement recommendations for improvement</p>	<p>Report on effectiveness of teacher and paraprofessional supervision and evaluation programs</p> <p>Report on processes to evaluate administrators</p> <p>Continue administrator training for teacher supervision and evaluation to ensure consistently high teacher performance</p>	<p>Assess effectiveness of professional development program for paraprofessionals and adjust accordingly</p> <p>Increase faculty participation in professional development planning and strengthen the vitality of the professional learning community</p> <p>Provide opportunities for teachers to develop skills needed to teach social competence</p>
2008-2009	<p>Sustain efforts to recruit a more diverse faculty and staff</p>		<p>Provide opportunities for teachers to develop skills to differentiate instruction</p>