



LINCOLN PUBLIC SCHOOLS DISTRICT GOALS 2006 AND BEYOND

Teacher Excellence and Professional Development – Key Components

School Year	Personnel Practices	Evaluation of Faculty and Staff	Professional Development Program
2005-2006	Assess the extent to which LPS faculty meet requirements for NCLB highly-qualified status	<p>Introduce new Teacher Evaluation Program and conduct training for evaluators and faculty</p> <p>Introduce and implement revised expectations and evaluation procedures for tutors and assistants</p>	<p>Expand PD offerings and create procedures for approval process and tracking use of resources and funding</p> <p>Develop technology integration pilot projects</p> <p>Implement differentiated model of and expand training and resources for teacher mentoring program</p>
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>	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>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>Implement Personnel Manual</p> <p>Develop Action Plan to project staffing needs</p> <p>Sustain efforts to recruit a more diverse faculty and staff</p>	<p>Report on effectiveness of teacher and paraprofessional evaluation programs</p> <p>Report on processes to evaluate administrators</p>	<p>Assess effectiveness of paraprofessional PD program and adjust accordingly</p> <p>Create a process for faculty participation in PD planning</p>
2008-2009	Sustain efforts to recruit a more diverse faculty and staff		

