

2012-2015 Strategic Planning Template
 Building Name: Osage Beach Elementary
 Year: 2012-13

Component	Code	Description	Building Level Plan	Building Level Results
Goal	II	High Quality Teachers	High Quality Teachers	High Quality Teachers
Objective	A	Professional development	Professional development	Professional development
Persons Responsible		Deputy Superintendent for Academic Services, Professional Development Committee, Building Administrators and Leadership	Teachers, Administrator, Staff	Teachers, Administrator
Progress Measures		Faculty perceptual surveys regarding effectiveness of professional development initiatives (80% of faculty rating effectiveness of activity at the agree or strongly agree level)	Faculty perceptual surveys regarding effectiveness of professional development initiatives (80% of faculty rating effectiveness of activity at the agree or strongly agree level)	Faculty perceptual surveys regarding effectiveness of professional development initiatives (80% of faculty rating effectiveness of activity at the agree or strongly agree level)
Strategy 1	1	Continue and enhance professional collaboration efforts	Continue and enhance professional collaboration efforts	Continue and enhance professional collaboration efforts
Action Steps		The Camdenton R-III School District will: <ol style="list-style-type: none"> 1. Continue current amount of time allotted for collaboration. 2. Provide flexible time for collaboration when needed. 3. Offer staff summer stipends to address specific educational and instructional needs. 4. Research avenues to reduce the demands placed on parents in regard to child care during collaboration time. 	<ol style="list-style-type: none"> 1. Teachers will collaborate every early release day. 2. Extra Collaboration time will be built into schedule. 	<ol style="list-style-type: none"> 1. Collaboration forms will be reviewed quarterly. 2. Teachers will share with principal what was achieved during extra collaboration time.
Strategy 2	2	Implement a peer observation model	Implement a peer observation model	Implement a peer observation model
Action Steps		The Camdenton R-III School District will: <ol style="list-style-type: none"> 1. Create model teaching classrooms at the building level. 2. Include preparation and debriefing for faculty for the peer observation process. 	<ol style="list-style-type: none"> 1. Principal will identify teachers for peer observation based on classroom data and effective instruction. 	<ol style="list-style-type: none"> 1. All teachers will attend at least one peer observation per year.

2012-2015 Strategic Planning Template
 Building Name: Osage Beach Elementary
 Year: 2012-13

Strategy 3	3	Empower teachers	Empower teachers	Empower teachers
Action Steps		The Camdenton R-III School District will: 1. Provide greater avenues for building-level professional development.	1. Teachers showing effective strategies will be videoed and shared during BLT's. 2. Surveys will be used to ask teachers what PD would be most beneficial to them.	1. At least three teachers will be videoed per semester. 2. Surveys will be given to teachers following PD to review how worthwhile it was and what PD should be provided next.
Objective	B	The Camdenton R-III School District will recruit and retain faculty by enhancing hiring practices to identify potential teaching candidates who embrace the District vision of learning and are willing to continue professional learning.	NA	NA
Persons Responsible		Superintendent, Assistant Superintendent for Human Resources, Building Administrators	NA	NA
Progress Measures		A minimum of three action steps will be accomplished by 2015.	NA	NA
Strategy	1	Enhance incentives for teachers	NA	NA
Action Steps		The Camdenton R-III School District will focus efforts to improve the following: 1. Teacher salaries. 2. Incentives for advanced degrees. 3. Incentives for performance. 4. Opportunities for faculty to enroll in college coursework.	NA	NA