

Human Resources - Action Plan - SY 2023-24 - SY 2025-26
Chief of Operations: Dr. John Mayo - Asst. Superintendent HR: Michael Hodge

Implement the Standards for Professional Learning and professional learning definition district-wide	SY2023-2026	PL Team	Resources during 1:1 and Dept. meetings
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Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-EW-6- YVM Staff: Engagement Results		
Evidence of Progress toward Annual Goal (MOY)	Results of Progress toward Annual Goal (EOY)		
Frontline course evaluations	Your Voice Matters		

Goal #2	Assistant & Substitute to Teacher Programs (Licensed)
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Strategic Plan Goal Area	Operational Excellence		
Strategic Plan Performance Objectives	PO-OE-1-Organizational operations will continuously improve their effectiveness as measured by identified KPIs.		
Baseline Data	5 assistants and 20 substitutes successfully completed the APS A to T and Substitute to Teacher program during the 23-24 school year.	Identify if goal is required based on state or federal requirements, or other guidelines	

3 Year Performance Goal

By 2026, the overall number of assistants and substitutes successfully completing the A to T and Substitute to Teacher program will increase by at least 10% annually.

Annual Performance Goals

Annual Performance Goal Year 1 (2023-24)	By 2024, the overall number of assistants and substitutes successfully enrolled in and/or completing the A to T and Substitute to teacher program will increase by at least 10% annually for the overall tiered goal: Overall: The total number of A scale employees enrolled in and/or completing the A to T program and total number of Substitute employees completing the Substitute to teacher program will increase from 25 to 28
Annual Performance Goal Year 2 (2024-25)	By 2025, the overall number of assistants and substitutes successfully enrolled in and/or completing the A to T and Substitute to teacher program will increase by at least 10% annually for the overall tiered goal: Overall: The total number of A scale employees enrolled in and/or completing the A to T program and total number of Substitute employees completing the Substitute to teacher program will increase from 28 to 31

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Baseline Data			