

SMART Action Plan for the Dane County New Teacher Project

Specific
 Measureable
 Attainable
 Relevant
 Time-bound

Consider our needs, available resources, and priorities, and develop one to two goals, with a one year timeline.

IPS/Element:	Goal:	By when:	By who:	As measured by:
Principal Engagement	Principal's will apply their learning and actively collaborate with district and building stakeholders to support beginning teachers and improve student learning	Annually in May	Program Leaders-- encouraged by Chair/ Board	Increased resource allocation toward PD for BT by the Principal's Increased Formative Assessment of BT's Increased program leader/BT/Mentor /Principal communication (communication logs) BT SLO scores/data

Action steps:

- Principal Breakfasts/ Role of the Principal will include information on how/when/why/ what for communicating with stakeholders;
 - review triad conversations, model/role play
 - develop roles and responsibilities per district/building,
 - identify the needs of the Principal to improve communication,
 - discuss programs/resources already in place that could improve BT's practice (PLC's. Team/Dept. opportunities, building coaches, etc)
 - discuss the communication structure of high functioning programs already in place in their buildings/district
 - Review methods, strategies, opportunities to Formatively Assess BT's

- Program Leaders will be provided time to discuss strategies to increase communication Principal Engagement.
 - Discuss Involvement vs Engagement;
 - tools for monitoring engagement
 - Promote District Council for communication or other local gatherings for stakeholders

Post-it Comments from the Board:

- Remind/Encourage Principals that they could complete a PPG around induction--by program leaders?
- Develop a cheat sheet for Principals on "Why Induction Matters," to assist in the conversation with veteran teachers or others stakeholders explaining why "Induction is everyone's responsibility."