

**USD 248 Board of Education
Long Range Goals and Action Plan**

Goals and Objectives:	Anticipated Resources	Timeline	Person(s) Responsible
<p><u>Goal two:</u> <i>Commit to recruitment, retention, and professional development of a quality staff through the identification of current and future staff needs.</i></p>			
<p>1. Modify the current salary schedule to more adequately reward the certified staff in mid- and late-career rather than primarily at the beginning of a career and allow for greater opportunity to hire experienced certified personnel.</p>	<p>(General Fund)</p>	<p>On-Going</p>	<p>Board/Supt.</p>
<p>2. Encourage the Board to develop an incentive package, including continuation of pay for unused sick leave but with possible revision in the schedule of days, an early retirement package, and other incentives for staff recruitment and retention.</p>	<p>(General Fund)</p>	<p>1-2 years</p>	<p>Board/Supt.</p>
<p>3. Establish a salary schedule and benefits policy and develop a policy handbook for the classified staff.</p>	<p>(General Fund)</p>	<p>1-2 years</p>	<p>Board/Supt.</p>
<p>4. Consider staffing recommendations made in the 2012 Strategic Planning report and a needs assessment when hiring and establish a true mentor program for newly hired certified staff.</p>	<p>(General Fund)</p>	<p>On-Going</p>	<p>Board/Supt.</p>