

Sheridan School District

Design Principles

Student Learning and Growth

1. Every student has the ability to learn and grow as a unique individual.
2. Students can achieve through clear, high expectations, learning and social skills.
3. Student learning is impacted by culture, attitude, and learning style.
4. Students learn best when their basic needs are met and positive relationships are established.
5. Students learn best when teachers collaborate and use research based methodology to improve instruction.

Collaborative Relationships

1. Open respect of individuality will help with problem solving and disagreements.
2. Equal status allows for shared ideas and voices to be heard.
3. Working together will foster a learning environment that is best for students.
4. Students and staff can benefit from, inspire and find value from each other to overcome individual difficulties or impossible tasks.

Highly Effective Staff: Attract and Retain

1. Provide competitive salary, benefit packages and career pathways with area districts
2. Develop and promote a positive relationship between the district, staff and the community.

3. Provide optimal facilities, reasonable class size, vertically aligned curriculum, materials and technology necessary for effective teaching and enhancing learning.
4. Develop and maintain a clear communication process that creates a cohesive staff.
5. Celebrate staff member accomplishments (work and personal) and utilize individual strengths (character).
6. Utilize strategic professional development, mentors, admin support, and staff friendly schedule to provide a positive staff work environment.
7. Develop an interviewing protocol to effectively recruit and hire individuals that are a good fit.

Highly Effective Staff: Knowledge and Skills

1. Highly effective staff have current and accurate knowledge of content area and instructional practices and willingness to stay current with laws, regulations and practices (technology, RTI, CCSS, ...)
2. Highly effective staff is collaborative, flexible, open minded, and willing to change and adapt strategies to fit environment.
3. Highly effective staff effectively communicate, collaborate and partner with other staff.
4. Highly effective staff believe that any student can achieve and creates an interactive, positive and safe learning environment that fosters high achievement.
5. Highly effective staff are professional in their approach and interaction with students and staff.

Career Opportunities

1. Each teacher develops a written career plan with opportunities to improve skills, change direction and supported by the district.
2. All teachers need to have opportunities for leadership roles including extra-curricular, co-curricular and community activities.

Professional Performance, Motivation, and Growth

1. Professional evaluation includes sufficient time, clear expectations, and meaningful feedback.
2. Professional development should be interactive, meaningful and individualized.
3. Professional growth is supported by timely and constructive feedback.

Compensation

1. Ideas for creative compensation include;
 - Paying people to attend national conference
 - Advancement on salary schedule
 - Coaching – competitive rates
 - Compensation for leadership roles
 - Smaller items – equipment, days off, free period, gym membership
 - Yearly compensation bonuses