



Strategy: We will assure every Blue Valley student has exemplary educators assisting in their transformation.

Definitions

CAPACITY: One's ability to perform effectively

EDUCATOR: We believe every person employed by the Blue Valley School District influences and impacts our students and therefore is an educator.

Specific Result #1: "EDUCATOR COMPENSATION"

Compensate every educator competitively.

- Establish a committee of district stakeholders to research all, but not limited to;
 - Innovative salary, benefits, and incentive packages (survey)
 - Educators (survey)
 - Current salary schedule opportunities
 - State funding formula/legal parameters
 - Use of privatized funds
 - District budget update
 - External audit
 - Cost of living
 - Cost of childcare
 - Appropriate educator compensation for workload outside of contract hours
- Identify, develop, and adopt innovative strategies and methods based on research.
- Investigate collaboration with a third party group to help consider innovative approaches to compensation.
- Recommend approaches, strategies, and/or innovative options for compensation that are regionally competitive.

Specific Result #2: "EDUCATOR RECRUITMENT"

Recruit highly skilled educators from a competitive and diverse candidate pool.

- Identify gaps in the current recruitment plan, specifically targeting hard-to-fill populations (demographic and geographic areas) as well as specialized skill sets (literacy).



- Research best practices in recruiting across numerous sectors, including the recruitment of diverse candidates.
- Develop and implement recruiting practices reflective of research results.
- Periodically review the effectiveness of district recruiting practices.

Specific Result #3: “EDUCATOR CAPACITY”

Build the capacity of every educator to ensure a transformative educational experience for every student.

- Identify value-added professional learning opportunities and resources that build capacity for every educator.
- Implement value-added professional learning opportunities and resources that build capacity for every educator.
- Measure value-added professional learning opportunities and resources that build capacity for every educator.
- Refine value-added professional learning opportunities and resources that build capacity for every educator.

*Professional learning is an ongoing process, continually evolves, and is never finished.

Specific Result #4: “EDUCATOR SUPPORT”

Increase efforts to retain and support every educator.

- View information on current retention rates and efforts to identify potential reasons for departure or groups vulnerable for departure.
- Develop an action plan to increase the retention of valuable educators that includes:
 - Incentive and recognition programs in addition to current compensation
 - Support for instructional growth or transition into identified hard to fill positions
 - A community culture of respect for educators as professionals
- Enact the developed plan district-wide.
- Evaluate program success and make any necessary adjustments.