

HUMAN RESOURCES DEPARTMENT RETENTION PLAN

GUNTER INDEPENDENT SCHOOL DISTRICT

Topic: Teacher Retention Plan

Activity:	Expected Outcome:	Person(s) responsible to implement:	Date when this must be started:	Date when this must be completed:
1. Provide New Teacher Orientation	New teacher becomes a part of GISD culture. Rapport is established. New teacher receives important information so they can easily become a part of the district	Asst. Superintendent, Curriculum Director, HR Secretary	August 16	Repeated Each Year
2. Provide New Substitute Information (Handbook)	New substitutes are an important part of our GISD teaching program. One full year of every child's education is taught by substitute teachers. Many become permanent employees. New substitutes need to be recognized and feel appreciated.	Asst. Superintendent, HR Secretary	August 16	Repeated Each Year
3. HR Newsletter	Increase communication with all GISD employees as well as a tool to for showing appreciation, recognizing achievements, etc.	Asst. Superintendent, HR Secretary	August 07	Ongoing each year
4. Develop "Grow Your Own" Program for paraprofessionals	Encourage instructional aides to work toward teaching certificate.	Asst. Superintendent	August 07	Ongoing each year
5. Conduct Exit Interviews	Gather information as to why teachers leave the district.	Principals	Ongoing	Ongoing

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8. Conduct Surveys	Determine climate of district and satisfaction of district's teachers	Asst. Superintendent, HR Secretary	August 07	Ongoing each year