



FCPS TEACHER RETENTION

Human Resources Advisory Committee Meeting

December 3, 2018

FCPS Retention Initiatives



Employee Recognition Programs

Outstanding Employee Awards

- Honors top performing FCPS employees in 12 award categories
- Awards nominees, finalists, and winners are recognized at annual gala celebration called FCPS Honors

Employee Recognition Programs

Excellence Awards

- Celebrates employees whose efforts and achievements exceed expectations in 4 award categories tied to supporting the division's goals and strategic plan initiatives

FCPS Cares

- Opportunity for parents, staff, and community members to recognize FCPS employees who show they care by going above and beyond

Competitive Compensation/Benefits

Compensation Study

- Market review of salaries for positions
- Redesigned salary scales to recruit and retain highly effective employees
- Scales designed to ensure market competitive salaries
- Updating job specifications/descriptions

Competitive Benefits Package

Employee Wellness/EAP

Create, administer and assess health promotion programs including:

- Health screenings
- Fitness challenges
- Fitness classes
- Webinars
- Wellness presentations
- Workshops
- Media campaigns and exhibits

Employee Wellness/EAP

Promote and administer the Employee Assistance Program (EAP) services including:

- Webinars
- Overview presentations
- Site support for critical incidents
- Manager trainings on formal referrals
- Newsletters and staff emails

Employee Wellness/EAP

- Analyze metrics from demographics, medical claims, disability, workers' compensation data for FCPS wellness initiative integration and strategic focus in program development
- Coordinate annual flu immunization program for FCPS employees and retirees
- Administer Lactation Support Programming in accordance with Policy 4425
- Provide training and information for site wellness liaisons to assist with bringing wellness initiatives to all sites
- Develop division wide communications to promote wellness initiatives including: e-newsletters, social media, website, staff emails, employee newsletter articles

Mentoring

Colleague Assistance Program (CAP)

- Program offers teachers additional guidance and support to help them meet standards and goals resulting in improved student performance
- CAP mentors use their expertise to provide a targeted approach toward growing their assigned teacher's skills and comfort level
- Teachers or their administrators may request CAP assistance

Staffing-Voluntary Transfer

Voluntary Transfer Practices

- FCPS teachers may transfer to a new assignment after one school year of service so long as they are not in the process of being non-renewed due to licensure or performance issues

Great Beginnings

What is Great Beginnings?

- A standards-based, comprehensive induction program designed to support a teacher's first years in the profession with FCPS
- The program strives to ensure every student is taught by a highly effective educator

Great Beginnings

Program Includes:

- Comprehensive onboarding through the Summer Institute
- Professional development aligned to the FCPS Strategic Plan (Goal 1: Student Success)
- A guaranteed paid mentor for every novice teacher (teacher entering with zero years of experience)
- A tightly aligned system of support to include professional development for school-based lead mentors, mentors, and mentor resource teachers

Great Beginnings Program 2018-2019

Summer Institute

- Welcome to FCPS
- Vision & Mission: Portrait of a Graduate
- Professional Learning Communities
- Laying the Groundwork in the Learning Model:
 - Learner-Centered Environment
 - Concept-Based Curriculum

After School Seminars

Foundations:

- Five sessions designed to directly support FCPS' Strategic Plan to positively impact student outcomes

Pathways:

- Three related sessions aligned with "Foundations" outcomes
- New teachers and Principals collaborate to select a pathway that best meets the needs of new teachers

Forums:

- Two opportunities to choose single topic choice sessions

School-Based Program

Lead Mentor:

- Build capacity of mentors through a continuous cycle of professional development
- Collaborate with administration and Great Beginnings Team

Mentor:

- Supports and builds capacity in new teachers through three support functions: coaching, collaborating, and consulting

Mentor Resource Teachers:

- *Optional* additional support to new teachers in the area of classroom management

Great Beginnings System of Support for New FCPS Teachers

Foundations

<u>Plan (Sept. 17)</u>	<u>Teach (Oct. 1)</u>	<u>Assess (Nov. 19)</u>	<u>Cultural Proficiency (Feb. 25)</u>	<u>Reflect/Revise/ Refine & Celebrate (May 6)</u>
<p><u>Know:</u></p> <ul style="list-style-type: none"> - Planning & Pacing Guides and supporting FCPS curriculum resources are utilized to plan cohesive units of study. - Daily instructional decisions are made based on student need with the unit goals/outcomes as the foundation <p><u>Understand:</u></p> <ul style="list-style-type: none"> -Curriculum resources are unpacked to plan for meaningful instruction/units of study <p><u>Do:</u></p> <ul style="list-style-type: none"> -Teachers develop intended learning outcomes that connect to KUDs: what students should know, understand, and be able to do 	<p><u>Know:</u></p> <ul style="list-style-type: none"> - Daily instruction/lessons are aligned to the overarching unit of study <p><u>Understand:</u></p> <ul style="list-style-type: none"> -Meaningful learning experiences can be provided for students through: <ul style="list-style-type: none"> -Differentiated instruction based on student need -Student Engagement Model/Workshop Model -Teacher acting as facilitators <p><u>Do:</u></p> <ul style="list-style-type: none"> - Teachers implement appropriate engagement strategies that support planned learning outcomes 	<p><u>Know:</u></p> <ul style="list-style-type: none"> - A variety of strategies are utilized to check for student understanding before, during, and after learning experiences <p><u>Understand:</u></p> <ul style="list-style-type: none"> - Daily instructional decisions are informed by checking for student understanding - Timely and specific feedback is instrumental in student growth <p><u>Do:</u></p> <ul style="list-style-type: none"> - Teachers plan for and utilize 'checks for understanding' to inform instructional decisions and to adjust to meet student needs 	<p>Cultural Proficiency Modules 1 & 2</p>	<p><u>Know:</u></p> <ul style="list-style-type: none"> -Reflection is a critical component of the Plan/Teach/Assess/Reflect cycle to grow as an effective teacher <p><u>Understand:</u></p> <ul style="list-style-type: none"> - Self-reflection and feedback drive behavior and decisions for ongoing growth and improvement for both teachers and students -The purpose of teacher growth is to ultimately better meet student needs and to impact student learning <p><u>Do:</u></p> <ul style="list-style-type: none"> - Teachers set goals based on reflection and feedback to further their practice

Pathways

Oct. 29 Jan. 28 Mar. 18

- Elementary literacy
- Elementary math workshop
- Disciplinary Literacy
- Elementary Specialty Areas
- Secondary Core & Elective-Specific
- FCPSOn

Forums

Dec. 10 Apr. 8

Choose from over 30 learning opportunities across the county! Multiple offices have collaborated to offer new FCPS teachers various sessions around current initiatives and best practices.

Professional Development

Academy Courses

- The FCPS Academy Course Program offers professional learning opportunities to educators for the purpose of enhancing knowledge and skills on content aligned with division priorities
- Through coursework, participants gain competencies and work toward professional goals and practices that positively impact student achievement
- Academy course participants receive both academy credit and recertification points upon completion. Academy courses are used for professional growth, license renewal, salary scale increases, and meeting Virginia technology standards
- The Academy Course Program supports the comprehensive professional development system serving to develop and retain a premier workforce in FCPS

Tuition Reimbursement

- FCPS will reimburse the tuition cost for one class per semester up to \$700 and two classes per fiscal year (not to exceed \$1400) beginning in January 2018, for courses directly related to the employee's professional growth and development in the performance of assigned duties
- All employees may request tuition reimbursement, but the types of courses that qualify for reimbursement vary, depending on the employee's position and the identified priority groups

Reflection

