

Strengthen Leadership Throughout the System

Overview

Having high performing leaders at every level is core to this district's success. From the school building to central office to the board room, school districts rely on strong leaders to lead teams and manage toward goals.

Leaders can be found throughout our system but we need to continue to support those leaders we have as well as develop new ones. We need to formalize our systems and supports that will allow us to hire the highest quality employees and provide them with the professional growth opportunities they need to be successful in their jobs. Developing these systems and supports will be a district priority over the next year.

Key Elements

There are a number of components that we will focus on this year.

Improve Our Hiring Process – Seattle Public Schools hires later than neighboring school districts, and our process is cumbersome. The result is that some high-quality teachers and other applicants choose to go to other districts that can offer them a contract earlier. In order to ensure that we have the strongest applicant pool possible, we are developing a hiring process that is more timely and efficient. We look forward to developing this process over the next six months with teachers, principals and others.

Set Expectations and Provide Support – High performing school districts set clear expectations for all staff members and provide the supports necessary for employees to meet or exceed those expectations. Providing targeted supports allows the employee to strengthen his or her skill sets and gives the district information needed to retain and recognize staff. Over the next six months we, along with our teacher and principal partners, will evaluate our professional development offerings to ensure that they are targeted to staff needs and aligned to our strategic priorities (math and science in particular).

Develop and Implement Effective Annual Evaluations – Many of our employees receive annual evaluations that are high quality, including goal setting, frequent check-ins and identification of supports needed to be successful. We need to make sure that all employees have this opportunity to continuously improve their performance and skill sets. Over the next year we will work with our teacher, principal and staff partners to create evaluations designed to support all of our employees at every level of the district.

Questions for the Community

- What do you want to learn more about?
- What is not clear?
- What are we missing?
- How would you like to stay informed about or engaged in this work?