

Schools Value Faculty and Staff	
Faculty and staff report feeling more valued by their school and by the school district.	

Vision Statement

Newburyport Public Schools values its faculty and staff. Faculty and staff that are valued by their school and school district are likely to be more satisfied and productive employees. As the primary interface to Newburyport's students, this is key. Newburyport Public Schools recognize this and actively work to maintain and improve its environment for teaching by listening to staff and working to address concerns. Newburyport's teachers are generally happy with their jobs and look forward to coming to work each morning. Newburyport's teaching environment helps develop confident, well-trained and effective teachers. Teachers want to work in Newburyport. Newburyport is able to retain its teachers and attracts many highly-qualified new teachers.

Opportunity for Improvement

Through six years of budget reductions, the faculty and staff of the Newburyport Schools have experienced job losses and significant program reductions, the closing of a school, and restructuring of the school system. Faculty and staff have been asked to work harder than ever under more challenging conditions.

It is important for the success of students and our schools to maintain a satisfied and professionally motivated work force. Unfortunately, Newburyport Schools have little information about our staff perceptions of how much they are valued and about how to increase their feelings of being valued. Without better information, any actions that the administration, School Committee, the community, and the faculty and staff themselves take are ad-hoc, and will have limited effect.

Root Cause: No Data Baseline Exists

No baseline exists in order to determine faculty and staff perceptions about how much they are valued by their schools and the school district

Long Term Strategies	FY09 Specific Actions
<p>Survey the faculty and staff annually on perception about being valued and other perceptions about school and work climate.</p> <p>Provide time needed for staff to dialog and share perceptions about working conditions and school climate.</p>	<p>Continue offering the end-of-year teacher surveys. Modify the survey to insure that it queries teachers for their feelings of being valuable, and how best to increase this feeling.</p> <p>Convene a discussion with teachers to understand their feelings regarding school climate and working conditions. Focus on listening and understanding. Identification of specific problems and solutions can come later. Goal of such meetings is to simply listen.</p> <p>Assess and distribute MassTeLLS teacher survey data.</p>
<p>Determine possible steps to take to improve the environment for faculty and staff. Recommend a plan. Implement the plan.</p>	

Root Cause: Not all citizens value teachers’ contributions to the community and the success of the community’s students. A percentage of Newburyport citizens do not value the work of teachers and the importance of excellent teachers to the community. Negative sentiment is sometimes directed at teacher compensation or expressed as uninformed opinion lacking appreciation for how complex and difficult teaching is as a job, and the levels of competence and commitment required for success.

<p>Express the confidence of the School Committee in the talents and commitment of our staff to meet the challenges of educating our students in the high demand environment of the early 21st century. Do so by communication of and recognition of teachers successes in:</p> <ul style="list-style-type: none"> • Raising student achievement • Implementing new researched-based instructional practices • Creating an inclusive classroom and school environment • Increasing student engagement in 21st century skills development • Increasing students' connection to the school • Leadership on goals of this Strategic Plan <p>Professional and academic achievements</p>	<p>The School Committee will recognize the successes of teachers individually, as teams or departments, and as an educator community at School Committee meetings, and in Committee communications.</p> <p>The School Committee will work with the Superintendent and NTA Leadership to develop relevant, regular and timely recognition opportunities.</p>
<p>Work to ensure that Newburyport teachers' compensation is fair and competitive</p>	<p>School Committee will work collaboratively with NTA to establish a fair and competitive contract.</p>

Root Cause: Teacher' morale impacted by negative press and uniformed public opinion

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Continue and expand programs to award teachers and show the community's appreciation of their contribution to our community.

Continue with the Molin awards. Teachers very much look forward to these and greatly appreciate them.

See goal above to simply listen to teachers.
