

Shelby County Schools  
 Long Range Strategic Planning  
 Professional Learning Goal Action Plan  
 2013-2014

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**Goal Action Plan** To support new teachers in our system and provide them with needed resources and a sense of community.

**Rationale** Educational research has indicated that when schools exhibit a sense of community, student achievement increases. High rates of teacher turnover can inhibit both school community and professional learning communities (NASSP Bulletin, 2004). Therefore, the overall objective of teacher mentoring is to provide new teachers with a local guide so that teachers can become a significant and productive member of a school.

**System Goal Supported by GAP** To employ, develop and retain highly qualified staff for all positions

**Facilitator & Scribe of GAP** Kristi Sayers, Facilitator;

**Action Team Members** Tara Baldwin, Tracy Champion, Michelle Hall, Lauren Yancey, Cristie Muehlbauer, Stan Brown, Sharon Hillin

Strategy	Person Responsible for Implementation	Date of Strategy Completion	Evidence for Monitoring/Evaluation
Continue communication with administrators about the importance of establishing a local mentoring program.	Kristi Sayers	August 2013	Email communications
Provide mentors with suggestive activities and timelines to use with their mentees to guide and support them throughout the year.	Lauren Yancey	August 2013	Copy of calendar and events
Establish an instructional-study with new teachers to meet bi-monthly and discuss relevant articles and information.	Michelle Hall	April 2014	Monthly sign-in sheets Copies of Articles
Present each new teacher with a copy of <i>Why Didn't I learn this in College?</i>	Kristi Sayers	August 2013	Sign in sheets from NTO
Hold a New Employee Orientation in August for all new employees. One day will focus on instruction and one day will focus on benefit information.	Cristie Muehlbauer	August 2013	Sign in sheets from NTO