

Staff TJUHSD with Qualified Personnel and Maintain a Positive Work Environment

Services and Programs

- Attract and recruit highly qualified staff
- Provide professional development opportunities
- Provide a conducive educational environment
- Provide leadership growth opportunities

Expected Outcomes

- Create opportunities for formal student teacher observation process
- Identify potential career ladders
- Recruit at university programs
- Recruit and retain by continuing to provide competitive wage, promote from within, advertise on EdJoin, early retirement incentives
- Conduct staff survey – professional development interests
- Conduct climate survey earlier in year – September
- Identify and develop in-house trainers to provide professional development
- Seek grants for professional development
- Create new in-house leadership program, job shadow 2–3 days per year
- Hold “staff chats” / open discussion with district staff quarterly