



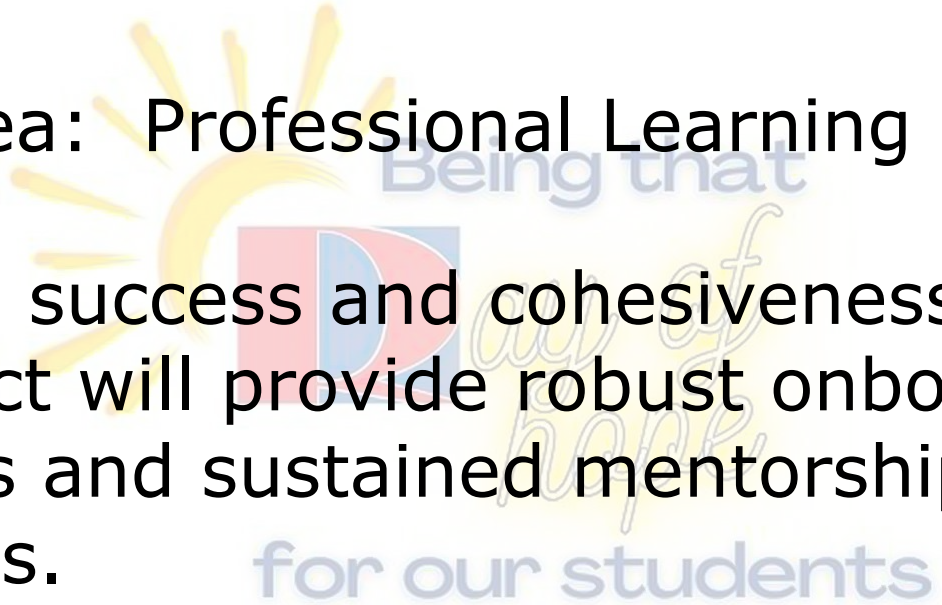
Support Staff Professional Learning

RQS Strategic Plan Update
for our students

Vision Statement

Vision Area: Professional Learning

To ensure success and cohesiveness of practice, the District will provide robust onboarding structures and sustained mentorship for all new employees.



Strategic Plan Deliverable

Goal 2.3: Attract, Recruit, and Retain High Quality Staff

Identify and develop coaching and professional learning for support staff across the learning community.

Being that
Days of
hope
for our students

Strategic Plan Project #24 Goal

By May 26th, 2024, at least 75% of classified employees in high-turnover positions* have earned a training badge in at least two of the three training waves.

*Secretaries, Instructional Aides, Nutrition Service Workers, Nurses, Interventionists, and Transportation Professionals

Priority Job Skills/Behaviors

First priority: Discover the key skills/behaviors that help predict success for each of our high-turnover classified positions.

Technical Skills	Soft Skills
Industry Knowledge	Job-Specific Knowledge
Critical Thinking	Communication Skills
Adaptability	Customer Service

Priority Job Skills/Behaviors

A key job skill or behavior refers to a specific competency, attribute, or characteristic that is crucial for successful performance in a particular job or role.

Here are some considerations:

Relevance	Specificity
Importance	Measurability
Context	Development Potential
Alignment with District Values	

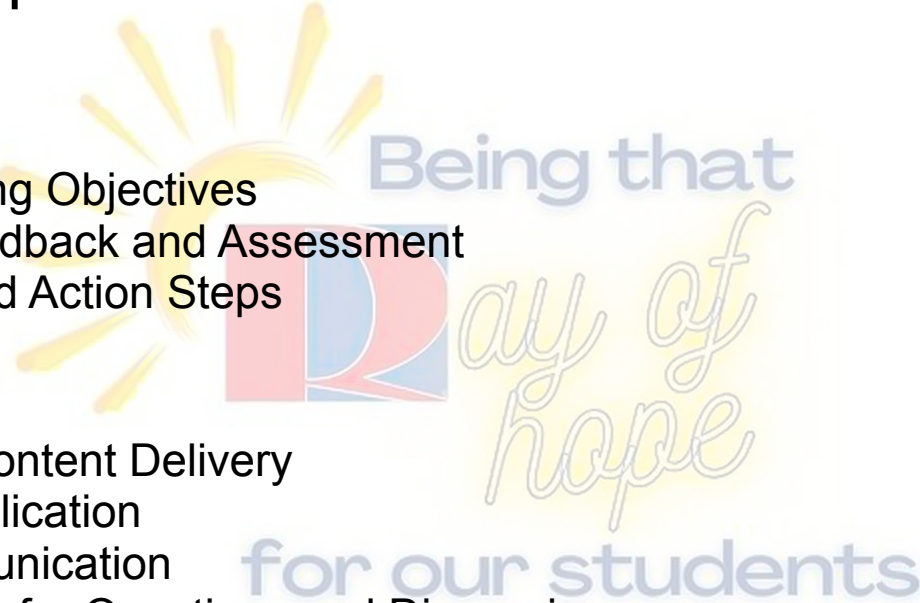
Training Requirements

Required:

1. Clear Learning Objectives
2. Ongoing Feedback and Assessment
3. Summary and Action Steps

Preferable:

1. Interactive Content Delivery
2. Practical Application
3. Clear Communication
4. Opportunities for Questions and Discussion
5. Follow-up and Support



Training Schedule

- Three Training Waves
 - Fall - October, November, or December
 - Winter - January or February
 - Spring - March or April
- Targeted one to two hours of training
- Training options include:
 - In person presentations
 - Zoom meetings
 - Articles
 - Google Classroom Lessons



Doing that
Day of
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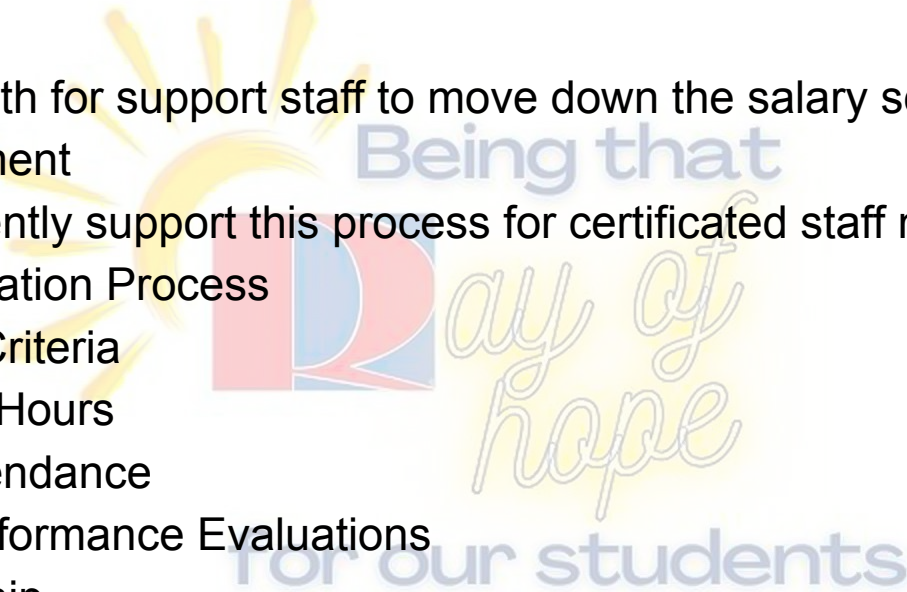
Future Plans

- Establish the Support Staff Academy
- Continue creating training waves for high turnover positions
- Start creating training waves for remaining support staff positions
- Collect training waves into a library of job specific training
 - Supports Onboarding new employees
- Expand mentoring program to all support departments

for our students

Support Staff Academy

- Provides a path for support staff to move down the salary schedule with self-improvement
 - We currently support this process for certificated staff members.
- Three Certification Process
- Certification Criteria
 - Training Hours
 - High Attendance
 - High Performance Evaluations
 - Mentorship
 - Assessment



Questions

Do you have any questions about our strategic plan or the support staff academy proposal?

