

STRATEGIC PLAN

The Collaborative to Support Initially Licensed Professionals

Ralph Evans, Director

Plan Years: 2009-2012

Current School Year: 2009-2010



P.O. Box 68

Hollister, North Carolina 27844

Phone: (252) 257-4085

Fax: (252) 257-0345

ralph@necollaborative.org

www.necollaborative.org

**REPRESENTATIVES
/VOTING RESULTS**

**The Collaborative to Support Initially
Licensed Professionals
2009-2012**

**Carolyn Bazemore, Bertie
Paula Mickey, Camden
Brenda Winborne, Edenton-Chowan
Karen Dameron, Edgecombe
Twanna Morales, Gates
Marianne Russell, Gates
Selma Allen, Halifax
Betty Pugh, Hertford
Anna Howell, Martin
Susie Johnson, Northampton
Brenda Dail, Perquimans
Lynn Lassiter, Perquimans
Joanne Smith, Tyrrell
Wanda Hunt, Warren
May Wilkins, Washington
Shana Pendergrass, Weldon**

Voting Results

% of the eligible staff voted to approve this school district improvement pla

VISION/MISSION/BELIEFS

The Collaborative to Support Initially Licensed Professionals

This section of the district improvement plan is devoted to a brief description of the district's process for defining its vision, mission, and beliefs. The remainder of the plan is driven by the basic philosophies expressed herein.

District's Process for Defining Vision, Mission, and Beliefs

The Director created a relational database to facilitate the creation and maintenance of a comprehensive strategic plan for the Collaborative to Support Initially Licensed Professionals. The basic criteria upon which the Collaborative was founded served as the driving force for the initial creation of the plan; however, the plan has been modified to meet our changing needs.

A statement will be drafted for review by the Executive Council for the organization's Vision, Mission and Beliefs. The Executive Council will reach consensus on appropriate statements to adopt as guides to the organization's operation.

The initial plan was a 2-year plan (2002-2004). In order to be better prepared to pursue grant funding, the new plan will be written for 3-years (2004-2007)

Date of Staff Consensus: 9/10/04

Vision

The Collaborative to Support Initially Licensed Professionals strives to improve the learning experiences of our students by providing focused, consistent, ongoing support for new teachers. It is our intent to "Leave No New Teacher Behind."

Mission

The Collaborative is dedicated to identifying and addressing the needs of newly licensed professionals.

VISION/MISSION/BELIEFS

**The Collaborative to Support Initially
Licensed Professionals**

Beliefs

.We believe that jointly we have the opportunity and responsibility to promote the critical attributes and essential components of programs that must be in place to provide quality support to:

- New Teachers
- Lateral Entry Teachers
- Support Coaches
- Mentors
- Administrators
- Collaborative Representatives

GOALS

**The Collaborative to Support Initially
Licensed Professionals**

GOAL	DESCRIPTION
01	The Collaborative will offer beginning teachers continuing support and professional development opportunities.
02	The Collaborative will facilitate the planning of effective induction programs for beginning teachers.
03	The Collaborative will facilitate the development of support skills of veteran teachers and administrators who work with new teachers.
04	The Collaborative will enhance communications among its stakeholders.
05	The Collaborative will monitor and evaluate its effectiveness.
06	The Collaborative will implement a marketing plan to increase internal awareness of the organization and its functions.
07	The Collaborative will pursue funding through grants to support and expand the implementation of the strategic plan components.

OBJECTIVES**The Collaborative to Support Initially
Licensed Professionals**

OBJECTIVE	DESCRIPTION
01.01	By the end of the 2011-2012 school year, tools will be developed for providing support and professional development opportunities for beginning teachers.
02.01	By the end of the 2011-2012 school year, procedures will be established to guide the Collaborative in providing support for effective induction programs.
03.01	By the end of the 2011-2012 school year, tools will be developed for enhancing effective support for beginning teachers by administrators and veteran teachers..
04.01	By the end of the 2011-2012 school year, tools will be developed for enhancing effective communications among Collaborative stakeholders.
04.02	By the end of the 2011-2012 school year, procedures will be established to ensure the effective operation of the collaborative.
05.01	By the end of the 2011-2012 school year, the Collaborative will have developed a monitoring and evaluative system for activities conducted by the Collaborative.
06.01	By the end of the 2011-2012 school year the Collaborative will develop a marketing plan to increase internal awareness of the organization and its functions.
07.01	By the end of the 2011-2012 school year the Collaborative will implement a process for pursuing grants to support implementation of strategic plan components.

ACTION PLAN 2009-2012 The Collaborative to Support Initially Licensed Professionals

STRATEGIES	BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
<p>* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes</p>				
<p>Objective: 01.01 By the end of the 2011-2012 school year, tools will be developed for providing support and professional development opportunities for beginning teachers.</p>				
01.01.01	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	Facilities at Martin Community College, Windsor Campus and Various LEA sites Workshop materials Refreshments	-Mollie Henderson	Attendance rosters Agendas List of newly trained mentors
01.01.02	2010/05/10	Planning committee Presenters Speakers AV Equipment Technology	-Ralph Evans, Director -Spring Conference Planning Committee -LEA Representatives	Conference attendance records Participant conference evaluations Debriefing sessions (May/June meeting)
01.01.03 Revised	2009/08/01 2009/10/15 2010/01/15 2010/06/10	Support Coach Handbook Trainers Materials/Equipment Facility	-Ralph Evans, Director -Support Coach Program Committee -ECU Partner -Veteran Support Coaches	Attendance records Participant evaluations Debriefing session

ACTION PLAN 2009-2012 The Collaborative to Support Initially Licensed Professionals

STRATEGIES	BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
------------	-----------------	--------------------	-----------------------	---------------------

* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes

Objective: 03.01 By the end of the 2011-2012 school year, tools will be developed for enhancing effective support for beginning teachers by administrators and veteran teachers..

03.01.01 Revised	To identify a list of the critical attributes that are essential to the design of high quality local programs that support the skill development of veteran teachers and administrators.	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	-Ralph Evans, Director -Administrative Support Committee -Veteran Teacher Support Committee -ECU Partner	Attendance records Participant evaluations Debriefing session Critical attributes list
03.01.02 Revised	To administer surveys to veteran teachers and administrators who work with new teachers to determine areas of support needed.	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	-Ralph Evans, Director -Administrative Support Committee -Veteran Teacher Support Committee -ECU Partner	Survey results and findings
03.01.03 Revised	To develop recommendations for how principals can apply practices addressed in their evaluation process that supports the development of beginning teachers.	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	-Ralph Evans, Director -Administrative Support Committee -ECU Partner	Completed support skills module

ACTION PLAN 2009-2012 The Collaborative to Support Initially Licensed Professionals

STRATEGIES	BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes				
03.01.04	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	To collaborate with other organizations with common goals, to maximize opportunities for building support skills of veteran teachers and administrators. Connections with other organizations	-Ralph Evans, Director -Administrative Support Committee -Veteran Teacher Support Committee -Chowan University Partner -ECU Partner	Documented collaborations
03.01.05	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	To use a train-the-trainer model to continue upgrading the mentoring and support skills of Collaborative Representatives and Support Coaches to enable them to provide on-site expertise to their veteran teachers and administrators. Technical support for train-the-trainer modules Training materials	-Ralph Evans, Director -Administrative Support Committee -Veteran Teacher Support Committee -Chowan University Partner -ECU Partner	Completed modules
03.01.06	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	To set up a hot-line or link so that veteran teachers and administrators can chat with other veteran teachers and/or administrators. Redesigned Collaborative website Virtual Collaboration tools	-Ralph Evans, Director -Virtual Collaboration Committee -Administrative Support Committee -Veteran Teacher Support Committee	Completed hot-line or link
Revised				

ACTION PLAN 2009-2012 The Collaborative to Support Initially Licensed Professionals

STRATEGIES	BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes				
03.01.07	2009/10/08	Facilities and resources for update sessions	-Ralph Evans, Director	Attendance records
Revised	2009/12/10		-Administrative Support Committee	Training evaluations
	2010/02/11	Trainers	-Veteran Teacher Support Committee	
	2010/04/08		-Chowan University Partner	
	2010/06/10	Training materials	-ECU Partner	

ACTION PLAN 2009-2012 The Collaborative to Support Initially Licensed Professionals

STRATEGIES	BENCHMARK DATES	RESOURCES REQUIRED	PERSON(S) RESPONSIBLE	MEANS OF EVALUATION
<p>Objective: 04.02 By the end of the 2011-2012 school year, procedures will be established to ensure the effective operation of the collaborative.</p>				
04.02.01	To develop a handbook for LEA Representatives.	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	Collaborative Guidelines Core resources required for LEA Representatives. Loose leaf binders & index tabs Paper Printer Cartridges	-Ralph Evans, Director -LEA Representative Handbook Committee -LEA Representatives Published Handbook
04.02.02	To develop a New Teacher Orientation (Induction) Handbook for member LEAs.	2009/10/08 2009/12/10 2010/02/11 2010/04/08 2010/06/10	Core resources required for new teacher orientation among all member LEAs. Loose leaf binders & index tabs Paper Printer Cartridges Technical support	-Ralph Evans, Director -Induction Program Committee -LEA Representatives -Chowan University Partner -ECU Partner Published Handbook

* The objective appears at the beginning of each group of strategies. If the complete objective statement does not appear, enough of the statement should be available for reference purposes.

**CALENDAR/
TIMELINES**

**2009-2012 The Collaborative to Support Initially
Licensed Professionals**

Deadline	Tasks
Thursday, July 09, 2009	Virtual Collaboration Training Bridgers Building, Tarboro Ellen Dobson, Trainer
Monday, July 27, 2009	Mentor Training Martin County Community College - Bertie Campus
Tuesday, July 28, 2009	Mentor Training Martin County Community College - Bertie Campus
Wednesday, July 29, 2009	Mentor Training Martin County Community College - Bertie Campus
Thursday, July 30, 2009	Support Coach Professional Development Martin County Community College - Bertie Campus Dr. Diana Lys and Karli Ruscoe, Trainers
Thursday, August 13, 2009	Support Coach Orientation Hitch-N-Post, Williamston 5:00 - 7:00 pm
Thursday, August 27, 2009	Support Coach Orientation Ryan's, Roanoke Rapids 5:00 - 7:00 pm
Friday, September 04, 2009	Regular Meeting -- Tyrrell County
Saturday, October 10, 2009	Drive In Conference - Chowan University 9:00 - 2:00 Regular Meeting Support Coach Professional Development
Friday, November 06, 2009	Regular Meeting -- Martin County
Friday, December 04, 2009	Superintendents' Luncheon -- Ryan's, Roanoke Rapids Regular Meeting
Thursday, January 14, 2010	Retreat -- Comfort Inn, Tarboro 10:00 - 4:00 Regular Meeting
Friday, January 15, 2010	Retreat -- Comfort Inn, Tarboro 8:30 - 4:00

Deadline	Tasks
Friday, February 05, 2010	Regular Meeting -- Northampton County
Friday, March 05, 2010	Regular Meeting -- Edenton-Chowan
Thursday, April 01, 2010	Regular Meeting -- Gates County
Friday, April 23, 2010	Spring Conference Banquet, Sheraton Atlantic Beach 5:00 - 9:00
Saturday, April 24, 2010	Spring Conference, Sheraton Atlantic Beach
Sunday, April 25, 2010	Spring Conference, Sheraton Atlantic Beach Regular Meeting
Friday, June 04, 2010	Regular Meeting -- Bertie County

BENCHMARK DATES**The Collaborative to Support Initially
Licensed Professionals
2009-2012**

Strategy	Date: 1	Date: 2	Date: 3	Date: 4	Date: 5
01.01.03	2009/08/01	2009/10/15	2010/01/15	2010/06/10	
04.01.01	2009/10/08	2009/11/12	2010/02/11	2010/04/08	2010/05/01
01.01.01	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
01.01.04	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
02.01.01	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
02.01.02	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
03.01.01	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
03.01.02	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
03.01.03	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
03.01.04	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
03.01.05	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
03.01.06	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
03.01.07	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
04.01.02	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
04.01.03	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
04.01.04	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
04.01.05	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
04.02.01	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
04.02.02	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
05.01.01	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
05.01.02	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
05.01.03	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
06.01.01	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
06.01.02	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
06.01.03	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
07.01.01	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
07.01.02	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
07.01.03	2009/10/08	2009/12/10	2010/02/11	2010/04/08	2010/06/10
01.01.02	2010/05/10				