

<b>Goal 2: PROVIDE ADEQUATE RESOURCES to SUPPORT OUR MISSION</b>							
<b>Action Strategies</b>	<b>Resources Needed</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Evidence of Success</b>			
<b>Action 1: Develop a succession plan to support administrative and leadership turnover to ensure a culture of continuous success and progress</b>	Development of key metrics such as retention rates, applicants pool size, turnover, advanced degree pursuit	Superintendent and Board Finance Committee	Dec-17	Establish a succession plan for key leadership positions and identify short, medium and long term gaps for each succession listing	Consider the placement of this action: consider Goal 3, consider the resource of human capital, considerations of culture, consider the use of the word "celebrate"		
<b>Action 2: Foster state and inter-state relationships to expand opportunity to recruit board, administration, staff and students</b>	Key leaders and board members must commit time; travel and research resources	School leaders and board	Jun 2018	Increased collaboration with school-related entities by seeking board seats, making presentations, networking and civic involvement. Become aware of current, pending and relevant legislative work, Recruit tuition students for Hampden Academy: Revenue vs. Resources (capacity)			

<b>Action 3: Inspire, fiscally support and cultivate innovation among staff: provide resources and opportunities for collaboration that supports innovation</b>	research opportunities; earmark funding for innovation; provide time for collaboration	Superintendent and Board Administrative Council	Ongoing	Measure by increased improved efficiency, release opportunities, vertical team opportunities, connections with the business community, being published, grant acquisition, award designation, nomination frequencies; focus on building level status reports to maintain accountability and awareness of status Conduct employee engagement survey?	Revenue vs. Resources (capacity)		
<b>Action 4: Attract and retain talented people</b>	Develop a recruiting and hiring process focused on selection of high quality people who share vision and values	Administrative staff and board	Dec-17	Reduced performance-related turnover, improved individualized professional learning opportunities (development action plans for all staff?)			
<b>Action 5: Update and refine comprehensive facilities plan</b>	Facilities staff and time for examination of conditions and report writing	Administrative staff and board Building Committee	2018-19	Optimal use of facilities, with emphasis on McGraw/Weatherbee plant, HA Turf Replacment			
<b>Action 6: Update comprehensive technology plan</b>	Technology staff and time for examination of conditions and report writing , professional development targets	Administrative staff and board Education Committee	2019	Expand and maximize use of technology resources for the purpose of improving educational and communication outreach opportunities within and beyond RSU #22			

<b>Action 7: Provide for the health and wellness of the RSU #22 community (students, staff, leadership)</b>	Social Emotional Response priority: both in regionalization plan and in budget		Ongoing development cycle				
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