

**3. We will recruit and retain excellent personnel and continually provide quality staff development.**

District Goal / Measure	Measure / Indicator	Person Responsible	Resources	5 Year Goal	Actual Data				
					08-09	09-10	10-11	11-12	12-13
				Target	100%				
3.1	Conduct recruitment activities to ensure highly qualified personnel are hired for all positions	Human Resources Principals Supervisors	Local Funds	100%					
				Target	100%				
3.2	Post vacancy notices in multiple sites/organizations and maintain an active webpage	Human Resources Web Master	Local Funds	100%					
				Target	80%				
3.3	Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all meet the highly qualified status	Human Resources Certification Officer	Local Funds	100%					
				Target	100%				
3.4	Assist teachers in maintaining or attaining certification through alternative programs, GT certification, ESL certification, coursework, and TExES testing in order to assure all staff are highly qualified	Human Resources Principals	Local Funds	100%					
				Target	100%				
3.5	Analyze data from paraprofessionals' files to ensure all instructional aides are highly qualified	Human Resources	Local Funds	100%					
				Target	100%				
3.6	Require any instructional aides not considered highly qualified to complete Paraprofessional Assessment of Knowledge & Skills training	Human Resources	Local Funds	100%					
				Target	100%				
3.7	Provide incentives for teachers to attain ESL/GT certification	Human Resources Principals Finance	Local Funds	100%					
				Target	100%				
3.8	Assign highly qualified teachers in equal proportions to all campuses, including low-income and minority areas	Human Resources Principals	Local Funds	100%					
				Target	100%				
3.9	Maintain competitive salaries and benefits with comparison districts	Human Resources Finance	Local Funds	100%					
				Target	100%				
3.10	Provide Beginning Teacher Academy in-service for new professionals	Staff Development	Local Funds	100%					

**3. We will recruit and retain excellent personnel and continually provide quality staff development.**

District Goal / Measure	Measure / Indicator	Person Responsible	Resources	5 Year Goal	Actual Data				
					08-09	09-10	10-11	11-12	12-13
				Target	100%				
3.11	Provide opportunities for professional growth, Growing Organizational Administrative Leaders	Human Resources C&I	Local Funds	100%					
				Target	100%				
3.12	Provide a mentor program for teachers new to the district	Director of Professional Development	Local Funds	100%					
				Target	100%				
3.13	Provide on-going professional development opportunities for professional personnel	Director of Professional Development	Local Funds	100%					
				Target	20%				
3.14	Develop staff development opportunities for central office personnel	Director of Professional Development	Local Funds	100%					
				Target	25%				
3.15	Develop staff development opportunities for clerical/support staff	Director of Professional Development	Local Funds	100%					
				Target	25%				
3.16	Development staff development opportunities for campus administrators	Director of Professional Development	Local Funds	100%					
				Target	90%				
3.17	Provide 21st century technology tools for teachers and administrators	Technology Instructional Coordinators & Facilitators Network Administrators Information Services Facilitators	Technology Hardware & Software	100%					
				Target	85%				
3.18	Provide seamless integration of technology through just-in-time training and support to all Frisco ISD personnel	All Technology Staff	Campus & District Technology Personnel Helpdesk & Workshop Software	100%					