

Talent

We believe that our people are our best and most valuable resource. Embracing the research that nothing impacts student achievement more than an effective educator, we believe in hiring the best professionals and creating a compelling and supportive environment for them to work. We have a vision to elevate the teaching profession, honoring educators for their perseverance and empowering them to lead. We believe in proactively recruiting and retaining professionals who possess the mindsets and talents that reflect our core values, serve the diverse populations in our schools, and operate based on the needs of students. We believe that all staff--from the professional who maintains the building to the teacher in the classroom--serve the primary purpose of student learning and thus, must themselves embrace a growth mindset, engage in meaningful collaboration with colleagues, seek feedback in the pursuit of continuous improvement.

Strategic Directions 2016-2022

In the domain of *Talent*, the Menlo Park City School District will use its time, energy, and resources to...

1. Design an innovative staff evaluation system including more effective tools focused on personal growth and continuous improvement within a collaborative environment that emphasizes multiple measures and empowers teachers to take risks.
2. Construct a comprehensive and differentiated professional development program for all staff (certificated and classified) that engages participants, provides timely training and support, and encourages staff to continue their growth and development--particularly in district priority areas--over the course of their entire career.
3. Expand opportunities for meaningful collaboration among and between staff members to engage in thoughtful discourse, planning, and reflection around a variety of topics including: data, student performance, instructional practice, professional growth, equity, technology, etc., and increasing the opportunities for teachers to observe one another in action.
4. Develop new and improved recruitment efforts including better materials and messaging, regularly attend a wide set of recruitment fairs, and engage in creative advertising in unique ways to attract the highest quality candidates that reflect MPCSD's core values.
5. Implement an effective, district-wide screening, interviewing, and selection process that includes all stakeholders, illustrates our rigorous and supportive culture, reinforces our core values, reflects best-practices, and results in the highest quality candidates joining the MPCSD team.
6. Promote recruitment and hiring practices that ensure a diverse staff of high quality educators whose varied stories, backgrounds, experiences, and perspectives add value to our entire community.
7. Increase tangible, no and low cost, creative perks for staff aimed at making the overall working "experience" within MPCSD unique and special among school districts.
8. Acknowledge and address for our staff the growing challenges of living and working in one of the most expensive regions of the country, including seeking partnerships with community organizations and private businesses.