

Effective Teachers, School Leaders, and Staff

District Measures	Target Rationale	Current Performance	Target Performance
28 % of principals rated 'effective' overall			***** Baseline setting 14-15***** (Data available September, 2014)
29 % of teachers rated 'effective' overall			***** Baseline setting 14-15***** (Data available December, 2014)
30 % of teachers hired early (early hire contract)			***** Baseline setting 14-15***** (Data available September, 2014)
31 % of teacher positions vacant at the start of school			***** Baseline setting 14-15***** (Data available September, 2014)
32 Employee retention - highly rated staff retained			***** Baseline setting 14-15***** (Data available December, 2014)
<i>Teachers - highly rated staff retained</i>			
<i>Principals - highly rated staff retained</i>			
<i>Other staff - highly rated staff retained</i>			
33 Diversity of school staff (teachers, educational assistants, school administrators)	<i>Increase (will not set numerical targets)</i>	25%	***** increase annually*****
<i>Teachers</i>		16%	
<i>Educational assistants</i>		42%	
<i>School administrators</i>		41%	
34 Employee engagement measure TBD			*** Measure under development 14-15 / Baseline 15-16 *** (Measurement tool to be developed)