

Project 2022-1-BG01-KA220-SCH-000085347
Healthy at school. Supporting the well-being and mental health of students and teachers
/ HAS, Erasmus+

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**Human resources development plan of WSBINOZ Results-based
development plan**



The plan was developed as part of Activity Survey of the needs and assessment of the strengths of human resources in schools under project 2022-1-BG01-KA220-SCH-000085347 "Healthy at school. Support for the well-being and mental health of students and teachers / HAS", Erasmus+, based on current individual needs of employees

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I. Introduction

The development plan relates to the project's aim of supporting teachers, school leaders and other teaching professions. The main topics are physical and mental health, well-being, international relations, development cooperation and social responsibility of the education commission.

Our development plan is based on the results of the structured interview, which will be conducted in advance at the Academy of Business and Health Sciences in Lodz (Poland), to explore the work with those working in education and to identify their needs and challenges. Interviews were conducted with fifty respondents, including academic teachers, administrative and other university staff. Analyzed needs include various aspects of the work environment, skills, goals and development opportunities. The interview results represent the views of the participants and provide valuable information about their perceptions of working in an educational environment. This can serve as a basis for action and decision-making aimed at improving working conditions and meeting the needs of school staff. By choosing a results-based HR development plan, we can focus on measurable results and align development efforts with goals. Rather than simply offering learning or development opportunities without clear goals, an outcome-based plan sets goals and tracks progress toward those goals. This approach can lead to increased employee engagement and well-being, better performance, and ultimately a more successful and productive organization.

The plan was developed as part of the Human Resources Needs and Strengths Assessment Activity at the University. The complete product contains the main section:

- Human resources in educational organizations.
- Development of an interview to assess the needs and strengths of HR.
- Study of the needs and strengths of HR in educational organizations.
- Analysis of future work force needs in the organization.
- Human Resources Development Plan of WSBINOZ (Poland).

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II. Table for setting and achieving goals:

Aims	Required skills or competencies	Required resources	Activities	Status/Key result
<p>Short term:</p> <p>Generating chances for advancement and development through training and qualifications in areas relevant to school staff</p>	<ul style="list-style-type: none"> - Computer and digital literacy Language proficiency; - Flexibility and creative freedom; -A critical mindset and attentive hearing. - Self-control and flexibility. -effective communication techniques, such as assertiveness, active listening, and dispute resolution - establishing precise expectations - Encouragement - The ability to solve problems 	<ul style="list-style-type: none"> - A list of required software and tools; Computer access; - Workshops, conferences, seminars, training sessions, online courses, and mentorship programs - self-paced courses - Case studies on innovation -Ongoing educational opportunities -methods for stress management and self-care -Global initiatives for education and training 	<ul style="list-style-type: none"> - Fostering a creative - cooperative games - instruction in design thinking culture - Collaboration with different organizations - Achievement Award - Feedback and observation - instruction in the usage of spreadsheet programs (such as Google Sheets and Microsoft Excel) - an extensive language learning curriculumProject-Based Learning Flexible Seating Arrangements Interdisciplinary Lessons Alternative Assessment Strategies Regular Brain Breaks Choice Boards 	<p>A work environment that prioritizes fulfillment and ongoing progress</p> <p>Enhanced effectiveness in instruction</p>

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			Gamified Learning	
<p>Medium term:</p> <p>-Increasing the administrative procedures' effectiveness</p> <p>-assistance when working with children</p>	<p>- Skills for handling disputes and managing conduct</p> <p>Decision-making and problem-solving abilities</p> <p>- abilities in providing client service</p> <p>- technical abilities</p> <p>- Effective time management techniques</p>	<p>-strategies for managing disruptive behavior and maintaining a positive learning environment</p> <p>- inclusive classrooms</p> <p>-educational and extracurricular activities to inspire and motivate students</p>		
<p>Long term:</p> <p>Salary increase for school staff</p>	<p>-flexibility</p> <p>-positive attitude</p> <p>- transparent communication</p> <p>-ability to rotate</p> <p>- financial knowledge and budgeting skills</p>	<p>-school administration software with a module for recording calls, connecting staff and information from multiple offices, and an alert system to notify parents of recent events</p> <p>-HR software</p> <p>-Intranet</p> <p>- performance-based incentives</p> <p>- opportunities for extracurricular activities and projects</p> <p>-opportunities for promotions, leadership training</p>	<p>-developing a strong relationship between school staff and parents</p> <p>- training to help school staff understand and respond to children's needs</p> <p>- conducting a seminar or training aimed at developing teaching skills</p> <p>- introduction of digital forms and automation of processes</p> <p>- automation of the work process</p>	<p>Overcoming the challenges of working with students</p> <p>Better time management and working conditions</p> <p>Optimization of administrative processes</p> <p>Retaining high performing staff</p>

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		and mentoring programs - Package of social benefits - benchmarking analysis of rewards - gradual increases	-training on appropriate software or tools - establishing clear salary indicators that are competitive with other schools in the region - developing a bonus system - creation of an annual evaluation system	
Improvement of the school base	- cooperation - patience - financial knowledge and budgeting skills -Management skills - optimization skills	-plan with a clear schedule and budget to address identified needs -donations, sponsorships, international and national fund programs	- providing sufficient resources and equipment that are necessary for quality teaching and learning and student development -training for effective use of new material resources and equipment	Better working and learning environment; New opportunities to innovate and enroll more students

III. Deep dive into implementation strategies and activities

1. Short-term goals

Establishing chances for growth and development via education and certification in fields pertinent to school employees

to offer chances for growth and development via education and certification in fields pertinent to school employees. This covers instruction in languages, creative pursuits, and digital and computer technology.

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1.1. Digital and computer skills

The ability to use digital and computing technologies to enhance teaching and learning will result in more engaging and interactive lessons; school personnel will be encouraged to be innovative and creative; and all staff members will have equal opportunities to learn, regardless of their prior experience with these tools.

- Fundamental computer skills - commence by teaching students the fundamentals of computer usage, including how to navigate operating systems, use productivity software (like Microsoft Office), and organize files and folders. Employees will feel more at ease utilizing computers for daily chores as a result.
- Digital communication tools - introduce employees to a range of digital communication tools, including collaborative workspaces (like Google Drive, Microsoft OneDrive), instant messaging apps (like Slack, Microsoft Teams), and video conferencing platforms (like Zoom, Microsoft Teams). Give practical instruction on how to use these technologies for collaboration and communication.
- Cybersecurity Awareness - inform employees about best practices and potential hazards related to cybersecurity. Teach students to recognize and steer clear of frequent dangers like malware, phishing emails, and illegal access to private data. Instruct them on how to protect data using encryption and how to make strong passwords.
- Online teaching and learning platforms - if your school makes use of them, be sure that staff members are properly trained in their use. Educate staff members on capabilities including resource sharing, online assessment administration, virtual classroom creation and management, and student feedback.
- Digital Content Creation - provide employees with training on the creation of interesting digital content, including films, slideshows, and interactive teaching aids. Teach students how to use e-learning authoring tools, video editing software, and PowerPoint.
- Data Analysis and Reporting - train users on how to analyze and report data using spreadsheet programs (like Google Sheets and Microsoft Excel). Teach employees how to use charts, functions, and formulas to enter, organize, analyze, and present data.
- Digital citizenship and online safety - train employees on the value of digital citizenship and safe online usage. Inform kids about digital footprinting, internet privacy, and cyberbullying. Give pupils instructions on how to teach them about digital citizenship.
- Online Classroom Management - provide educators with training on efficient methods for managing online classrooms. Instruct them on how to lead discussions, involve students, and offer assistance in an online learning environment. Give advice on how to handle technical problems and make sure the online classroom is productive.
- Constant assistance and materials - provide employees with continuous assistance by means of an IT support team or help desk. Give staff members access to online forums, user manuals, and tutorials so they can exchange best practices and ask questions.

It's a common misperception that incorporating technology into the classroom will cost schools money, but staff members and students don't always need to have their own computers or tablets. For both auditory and visual learners, integrating technology into whole-class instruction can increase student engagement. Development can be aided by integrating basic technology like online games, PowerPoint, homework assignments, and assessment platforms.

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Practical tools and programs that educators should become acquainted with for their own professional growth and creative, hands-on instruction:

- **Games and PowerPoint**

PowerPoint presentations can be utilized to captivate students while introducing an idea to the class. PowerPoint presentations can have hyperlinks to movies that complement the concepts being delivered in addition to images and bulleted lists.

Information can be reviewed using educational classroom apps like Kahoot following a course or module. While students can create anonymous usernames to play the game, teachers can create and share Kahoots with one another. Students who would typically be reluctant to participate in class can now participate during the entire lesson. Students can play Kahoot on computers or phones, and teachers can choose whether they want their students to work in groups or alone.

- **Online assignments**

Using learning management systems such as Moodle, Blackboard, and Brightspace, teachers can start incorporating technology into the classroom by assigning homework online. The ease of access to assignments can boost student participation and facilitate better organization.

- **Grading schemes accessible online**

In order for teachers, administrators, parents, and students to identify a student's areas of strength and growth, communication is a critical component of education. Teachers can share grades, examine student attendance trends, and handle transcript data with online grading platforms like PowerSchool. These systems also create and enable channels of communication.

- **iPads for educational use**

If teachers are lucky enough to have tablets in their classrooms, technology can help them differentiate their instruction. During assignments, students are free to work at their own pace, and teachers can provide targeted teaching.

- **Canva for making personalized homework and worksheets**

Canva is a free design tool that requires no coding knowledge and can be used to create spreadsheets. Canva provides a variety of tools made especially for educators, such as worksheets, quizzes, homework assignments, and lesson plan examples. All you need to do is sign up for Canva for Educators using your school email address to have free access to these resources and templates.

Canva's drag-and-drop style editor makes it simple to design bespoke spreadsheets, regardless of whether you start with a template or make your own. With just a few clicks, you can add text boxes, pictures, charts, and more.

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Many other online learning resources are compatible with Canva. If you want to keep all of your resources accessible and well-organized, connect with Wizer to add interactive content to your digital worksheets or integrate with your preferred LMS.

<https://www.canva.com/>

- **Trello**

Trello" is a versatile project management tool that can be adapted for academic purposes. You can create boards for each course or project, organize tasks and deadlines, collaborate with classmates, and keep track of progress. Trello's flexibility allows users to customize their boards with labels, checklists, due dates, attachments, and more, making it a powerful tool for academic planning and organization.

<https://trello.com/home>

- **Edmodo**

Edmodo is a learning management system (LMS) that provides a platform for communication, collaboration, and content sharing among teachers, students, and parents. It offers features such as assignment management, discussion forums, and quiz creation.

- **Google Classroom**

Google Classroom is another popular LMS that integrates seamlessly with Google's suite of productivity tools like Google Docs, Sheets, and Slides. It allows teachers to create, distribute, and grade assignments, as well as communicate with students and provide feedback.

- **Remind**

Remind is a communication platform that allows teachers to send messages, announcements, and reminders to students and parents via text, email, or app notifications. It's a convenient way to keep everyone informed and engaged outside of the classroom.

- **WeTransfer for sharing large files**

Although WeTransfer was not created with educators in mind, this does not lessen its usefulness as instructional software. WeTransfer is the best option for exchanging huge files and documents.

Teachers need file sharing software that can manage all of the numerous homework assignments, class materials, and reports they have to keep track of. WeTransfer is the ideal solution. Teachers who wish to share resources with one another, including lesson plans or activity sheets, will find this very helpful. Additionally, it works well for educators who wish to show their parents their students' work in advance of a PTA meeting..

<https://wetransfer.com/>

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- **Microsoft OneDrive**

OneDrive is Microsoft's cloud storage and file sharing service, which integrates seamlessly with other Microsoft products like Office 365. You can upload files to your OneDrive account and share them with others via links or by adding collaborators.

<https://www.microsoft.com/en-us/microsoft-365/onedrive/online-cloud-storage>

- **Box**

Box is a cloud content management and file sharing service that offers secure file storage and collaboration features. You can upload files to your Box account and share them with others via links or by adding collaborators. It's particularly popular in enterprise and business settings.

<https://www.box.com/home>

- **TransferNow**

TransferNow is a file transfer service that allows you to send large files quickly and easily. You can upload files to TransferNow's servers and share them with others via download links. It offers features like password protection and customizable download page

<https://www.transfernow.net/pl>

1.2 Proficiency in English

By implementing a comprehensive English language training program for school staff, you will improve their foreign language skills by supporting participation in various international platforms, workshops, seminars, good practice exchange programs and continuous learning activities. Therefore, expanding their opportunities for professional development.

Required activities

- **Assessment of Language Proficiency**

Start by assessing the current English language skills of the staff to tailor the training program to their specific needs. This can be done through standardized tests or informal assessments.

- **Customized Curriculum Design**

Develop a curriculum that aligns with the proficiency levels and professional needs of the staff. Include practical language applications relevant to education professionals, such as language for presentations, academic writing, and professional communication.

- **Professional Language Instructors**

Hire qualified language instructors who are experienced in teaching English as a Second Language (ESL) to adults. Their expertise will be crucial in effectively delivering the curriculum and addressing individual learning styles.

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- **Interactive Learning Methods**

Utilize interactive teaching methods such as group discussions, role-playing, and collaborative projects. These methods not only enhance language learning but also make the process more engaging.

- **Incorporation of Technology**

Leverage technology through online courses, language learning apps, and virtual reality scenarios to provide flexible and immersive learning experiences.

- **Regular Workshops and Seminars**

Organize workshops and seminars that focus on specific language skills, such as public speaking, negotiation, or writing. These can be led by native speakers or ESL specialists.

- **International Collaboration Opportunities**

Facilitate participation in international conferences, seminars, and workshops. These platforms offer valuable exposure to native speakers and immersion in English-speaking environments.

- **Peer Learning and Mentoring**

Encourage peer learning by pairing English learners with more proficient speakers among the staff. Mentoring can provide a supportive learning environment and enhance language practice.

- **Continuous Evaluation and Feedback**

Implement a system of continuous assessment and feedback to monitor progress and adapt the training as needed. This could include periodic language proficiency tests and feedback sessions.

- **Recognition and Incentives**

Recognize and reward progress and achievements in language learning. Incentives could include certification, bonuses, or opportunities for further professional advancement

1.3 Creative freedom and flexibility

In the ever-evolving landscape of education, creative freedom and flexibility hold immense potential for teachers to shape a more effective and inclusive learning environment. These principles empower educators to break away from rigid pedagogical molds, cultivating a classroom culture where individual student needs are not just acknowledged but embraced. In a school context, particularly for those teaching students with diverse learning challenges like ADHD, creative freedom allows teachers to adapt their strategies, integrating innovative methods that nurture each student's strengths and learning preferences.

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Creative freedom offers teachers the ability to design lesson plans that are not just standardized across a school district but are tailored to their specific classroom demographics. For example, a teacher working with a class that includes ADHD learners can develop strategies like integrating kinetic activities, brain breaks, or project-based learning to keep these students engaged. With the flexibility to adapt lessons, teachers can weave interdisciplinary connections, making subjects like history come alive through storytelling and drama or using art and design to illuminate scientific principles. Such inventive approaches ensure that learning is not confined to traditional rote memorization but becomes a multidimensional experience where students find relevance and enjoyment.

Furthermore, creativity in teaching promotes flexibility in assessment. Traditional testing methods often do not accurately reflect the capabilities of students with different learning needs. By employing creative freedom, teachers can implement alternative assessments like portfolio reviews, project presentations, or peer evaluations. These approaches allow students to demonstrate their understanding through methods that resonate with their strengths. A student who struggles with timed, high-stakes tests might excel in presenting a multimedia project or crafting a written reflection that reveals a deep understanding of the topic.

This creative autonomy also benefits teachers themselves, fostering an environment where they feel empowered to experiment with new methodologies without fear of strict reprimand. This leads to a cycle of innovation, where teachers share successes and challenges with their colleagues, creating a collaborative atmosphere of continuous improvement. Professional development can be driven not solely by district mandates but by teachers actively seeking out new techniques that align with their evolving educational philosophy.

However, while creative freedom and flexibility are powerful tools, they come with challenges. A degree of structure is necessary to ensure that curricular standards are met and that there is accountability in teaching. The balance between creativity and consistency requires administrative support, providing teachers with resources and professional development opportunities to explore new methods confidently. Additionally, creative freedom should never be a substitute for proper differentiation strategies that require significant training and planning.

In this framework, educational leaders must cultivate a school culture that values creative problem-solving, celebrates diverse learning outcomes, and fosters a safe environment for experimentation. By allowing teachers the flexibility to make in-the-moment decisions based on student engagement, administrators can build a supportive network that encourages personalized learning.

Ultimately, creative freedom and flexibility enable teachers to redefine education as a dynamic journey where all students can thrive. The classroom becomes a living space where inquiry, collaboration, and discovery are prioritized over mere content delivery. This evolution in teaching recognizes that students are not passive vessels to be filled but active participants

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whose unique perspectives enrich the learning experience for everyone involved. By embracing these principles, we can create a new era of education that is as inclusive as it is innovative.

Activities to achieve the goals:

- **Project-Based Learning**
Encourage teachers to implement project-based learning activities where students explore topics through long-term projects that require collaboration, research, and creative problem-solving. These projects allow students to apply their knowledge in a meaningful context, providing multiple ways to demonstrate understanding.
- **Flexible Seating Arrangements**
Create dynamic seating plans that allow students to choose their learning space based on their comfort and focus needs. Options might include standing desks, bean bags, floor cushions, or traditional desks. This flexibility caters to ADHD learners who benefit from movement and non-traditional seating.
- **Interdisciplinary Lessons**
Develop lessons that blend multiple subjects, showing how math, science, literature, and the arts can interconnect. For instance, a history lesson might involve creating a play, or a science lesson could include writing a story about a scientific concept.
- **Alternative Assessment Strategies**
Replace standard tests with alternative assessments like portfolios, creative presentations, or practical demonstrations. This allows students to showcase their learning in formats that best suit their strengths, reducing test-related anxiety and improving engagement.
- **Regular Brain Breaks**
Integrate short, structured breaks between learning sessions. Activities such as stretching, yoga, dancing, or simple games can help students refocus and regain their energy, which is crucial for maintaining attention in ADHD learners.
- **Choice Boards**
Offer students a selection of activities or assignments to choose from, giving them a sense of autonomy over their learning. Choice boards might include different types of writing prompts, creative projects, or problem-solving tasks.
- **Gamified Learning**
Incorporate elements of game design into lesson plans to increase motivation and participation. This might involve creating a point system for completing assignments, offering rewards for achieving learning milestones, or designing quizzes as interactive games.

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- **Collaborative Learning**
Promote group work where students can collaborate, share ideas, and teach each other. Carefully structured group projects can help ADHD learners who thrive in social environments to stay engaged.
- **Mindfulness Practices**
Introduce mindfulness exercises such as deep breathing, guided meditation, or mindful coloring to help students center themselves. This is especially helpful for students with ADHD who can benefit from calming activities to reduce anxiety and improve focus.
- **Teacher Collaboration and Peer Observations**
Foster a culture of collaboration among teachers by encouraging them to share their strategies and conduct peer observations. Observing a colleague's classroom can provide new ideas and inspire different ways to apply creative teaching methods.

1.4 Professional and personal development

For teachers, professional development is essential for maintaining and enhancing their teaching skills. As educational standards and classroom dynamics evolve, educators must stay informed and adaptable. Polish teachers mentioned that they are interested in:

- **Continuous Learning**
Teachers can enroll in workshops, webinars, and courses on new pedagogical strategies and teaching tools. They should focus on understanding innovative educational approaches, like project-based learning or differentiation techniques for diverse learners.
- **Specialization**
Educators who specialize in certain areas, such as teaching students with ADHD, can deepen their expertise through advanced certifications or specialized courses. This specialization helps them design lessons tailored to their students' unique needs.
- **Peer Collaboration**
Collaborating with peers fosters a supportive network for exchanging ideas and best practices. Participating in peer observations and co-teaching initiatives enhances problem-solving skills and introduces new methodologies into the classroom.
- **Educational Technology**
Teachers should explore educational technology tools that can make lessons more interactive and engaging. Mastering these tools helps them implement digital resources effectively, making their instruction dynamic and relevant.

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- **Leadership Opportunities**

Taking on roles like department heads, curriculum coordinators, or mentors provides teachers with leadership skills. It allows them to shape school policy and mentor younger teachers, fostering a sense of community.

To achieve the goal, there is a need for

- **Identifying Goals and Areas of Growth**

The first step in professional development is recognizing one's strengths and areas needing improvement. Self-assessment through reflective journaling, student feedback, and performance reviews helps highlight areas where growth is needed. Once identified, specific goals can be set, such as enhancing classroom management, integrating technology, or adopting new instructional strategies.

- **Creating a Personalized Development Plan**

A personalized development plan guides a teacher's journey toward achieving their professional goals. The plan should outline the skills to be acquired, resources needed, timelines, and expected outcomes. For instance, if improving digital literacy is the goal, the plan might include learning new software, attending tech workshops, and incorporating online resources in lessons.

- **Continuous Learning and Certifications**

Enrolling in advanced degree programs, specialized certifications, or short courses ensures that teachers stay up-to-date with educational research and practices. These programs offer structured learning in areas like special education, digital pedagogy, and instructional design. Even informal education through webinars or MOOCs can provide fresh insights into emerging trends.

- **Participating in Workshops and Seminars**

Workshops, seminars, and conferences provide invaluable opportunities to learn from experts, network with peers, and gather new materials. Local, national, or even international conferences enable teachers to exchange best practices and explore diverse teaching philosophies.

- **Peer Collaboration and Observations**

Collaboration with colleagues is one of the most effective forms of professional development. Peer observations, co-teaching, and professional learning communities (PLCs) encourage the sharing of strategies and offer real-time feedback. Teachers can observe how their colleagues manage classrooms or deliver content, adapting these methods to their own teaching style.

- **Instructional Coaching**

Instructional coaches can offer personalized support to teachers, providing targeted feedback and strategies for improvement. These coaches help design curriculum, model effective

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teaching practices, and assist with problem-solving. Their external perspective can shed light on challenges teachers may be too close to recognize.

- **Research and Publishing**

Contributing to educational research and publishing articles in professional journals allow teachers to share their experiences and insights with a broader audience. It also helps teachers to refine their practices through the process of articulating their methods and receiving peer feedback.

- **Online Professional Networks and Resources**

Joining online professional networks enables teachers to connect globally with other educators. They can access lesson plans, classroom activities, discussion forums, and webinars, benefiting from a vast repository of shared knowledge. Sites like Edutopia or professional organizations like ISTE provide rich resources for ongoing learning.

- **Leadership Roles and Committees**

Assuming leadership roles like department head or curriculum coordinator provides teachers with the chance to influence educational policies and practices. Serving on committees or advisory boards sharpens skills in management, communication, and decision-making while helping to shape the school's direction.

- **Mentoring and Supporting New Educators**

Experienced teachers who mentor new educators help them transition into their roles while also reflecting on their own practices. Mentorship strengthens coaching, communication, and evaluation skills, creating a supportive network where everyone benefits from shared wisdom.

- **Curriculum Development and Revision**

Involvement in curriculum development allows teachers to refine their instructional design skills. Revising outdated materials and creating innovative content ensures that lessons remain relevant and effective.

- **Engaging with Educational Policy**

Understanding the implications of educational policies helps teachers advocate for necessary changes. Engaging in policy discussions, writing position papers, or participating in school board meetings can empower teachers to shape the broader educational landscape.

Teachers can continuously enhance their expertise, adapt to new educational trends, and ultimately provide their students with an enriched and supportive learning environment once they will commit to these strategies.

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2. Medium-term goals

2.1 Support in working with children

To effectively support children, particularly those with diverse learning needs, teachers should foster a classroom environment that prioritizes inclusion, engagement, and differentiation. Understanding the unique backgrounds and challenges of each student is crucial for crafting supportive strategies.

Understanding Student Profiles

- Behavioral Observations - regularly observe and document students' behavioral patterns, strengths, and struggles. This helps identify any learning difficulties, social challenges, or potential triggers.
- Family Engagement: Build strong relationships with families to understand each child's home environment and cultural background. Regular communication ensures that parents and teachers are aligned in supporting the student.
- Individual Learning Plans (ILPs) - develop ILPs that outline specific accommodations, goals, and strategies. Collaborate with specialists and families to tailor these plans to each child's needs.

Classroom Strategies

- Differentiated instruction - customize lessons to match varying levels of understanding, using multi-tiered activities that allow all students to progress. This can include adjusting reading levels, incorporating visual aids, or offering extended deadlines.
- Positive reinforcement - recognize and reward positive behaviors to encourage growth. This reinforcement could be verbal praise, a point system, or privilege-based incentives.
- Group Collaboration: Encourage collaborative learning through group projects and peer tutoring. These activities foster social skills while allowing stronger students to assist those who are struggling.

2.2 Training Needed by Teachers

Teachers require targeted training to equip them with the necessary skills for today's educational landscape.

Inclusive Education

- Special Education Needs - teachers must be trained in identifying and addressing the needs of students with learning disabilities, such as ADHD or dyslexia. This involves understanding Individualized Education Programs (IEPs) and implementing effective classroom accommodations.

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- Cultural Competency - with increasingly diverse classrooms, training in cultural competency helps teachers better understand and respect varied backgrounds, mitigating unconscious biases and fostering inclusivity.

Digital Literacy

- EdTech Tools - teachers should be proficient in the latest educational technology, including learning management systems, virtual classrooms, and interactive whiteboards.
- Online Safety - with the rise in digital learning, training in online safety ensures that students navigate the internet responsibly and avoid potential risks.

Social-Emotional Learning (SEL)

- SEL Frameworks: Training in SEL frameworks like CASEL helps teachers foster empathy, self-regulation, and responsible decision-making among students.
- Mental Health Awareness - recognizing signs of stress or anxiety allows teachers to respond proactively and refer students to appropriate support services.

3.3 Training Ideas

Training programs should be dynamic, accessible, and geared towards practical application.

Peer Observations and Feedback

Encourage teachers to observe each other's classrooms to gain insight into different instructional styles and strategies. Follow these observations with constructive feedback sessions where teachers discuss challenges and solutions.

Workshops and Webinars

- Interactive Workshops: Host interactive workshops that focus on practical skill development, such as classroom management or differentiated instruction. Engage participants with role-playing scenarios or real-time problem-solving exercises.
- Webinars with Experts: Invite specialists to conduct webinars on specialized topics like SEL or technology integration, allowing teachers to ask questions and discuss real-world applications.

Learning Communities

- Professional Learning Communities (PLCs): Form PLCs where teachers can regularly meet to discuss student progress, share resources, and brainstorm creative solutions to common challenges.

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- Mentorship Programs: Pair new teachers with experienced mentors who can provide guidance on classroom management, curriculum design, and professional development.

3.4 Action Plan

To implement these training strategies, develop a clear action plan:

Needs Assessment

- Survey Teachers - conduct surveys to identify specific training needs, challenges, and areas of interest among staff.
- Data Review - analyze student data to identify patterns or areas where additional teacher training is needed, such as low literacy rates or social-emotional difficulties.

Implementation Timeline

- Phase One (0-3 Months): Begin by organizing initial surveys and setting up the logistics for workshops and mentorship programs.
- Phase Two (3-6 Months) - launch peer observation programs, initiate mentorship pairings, and conduct introductory webinars.
- Phase Three (6-12 Months) - conduct workshops and advanced webinars while encouraging PLCs to meet regularly. Review and refine the training programs based on teacher feedback.

Ongoing Evaluation

- Feedback Loop - implement a feedback loop where teachers can share their training experiences and suggest improvements.
- Performance Metrics - track the impact of training programs using key metrics like student progress, teacher satisfaction, and classroom observations.

3.5 Improving the Efficiency of Administrative Processes

Teachers often struggle with administrative tasks that consume time and energy, detracting from instructional duties. Streamlining these processes can improve overall efficiency.

Digital Record-Keeping

- Gradebooks - adopt digital gradebooks that allow automatic calculations and real-time parent access. This eliminates manual record-keeping and provides greater transparency.

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- Attendance - Use online attendance systems that instantly update and notify parents of any absences or tardiness.

Automated Communications

- Parent Notifications: Implement automated email or SMS notifications for parents, alerting them to important dates, assignments, or behavioral issues.
- Calendars: Integrate school calendars into classroom management systems, so teachers can automatically update students and parents about deadlines, events, or changes.

Resource Management

- Material Sharing: Create a centralized digital library where teachers can share and access instructional materials like lesson plans, worksheets, and multimedia resources.
- Inventory Tracking: Use inventory management systems to track and request classroom supplies, minimizing the risk of shortages.

3.6 Helpful Hints

A few practical tips can further support teachers in achieving their goals.

- **Prioritize Tasks**
Create daily or weekly task lists that prioritize critical assignments. Mark urgent tasks, delegate where possible, and tackle complex tasks when you have the most energy.
- **Ask for Help**
Don't hesitate to ask colleagues, support staff, or even students for assistance. Peer support lightens the load and builds a collaborative culture.
- **Simplify Processes**
Streamline repetitive tasks like grading or attendance by using templates and automated tools. Find ways to standardize grading rubrics or lesson structures to minimize preparation time.
- **Build Relationships**
Establish strong relationships with students, parents, and colleagues. Positive relationships lead to smoother classroom management and more effective teamwork.
- **Stay Flexible**
Remain open to change and adapt your approach based on the needs of your students. Every class is unique, and being willing to shift strategies helps you stay responsive.
- **Celebrate Small Wins**
Take time to acknowledge and celebrate small wins, whether it's a student's improved behavior or completing a challenging lesson plan. These moments boost morale and reinforce positive habits.

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3. Long-term goals

3.1 Increase in School Staff Salaries

Increasing school staff salaries directly affects teachers by providing them with financial recognition for their hard work and dedication. This financial boost not only improves their job satisfaction and morale but also enhances their quality of life outside of work, reducing stress and increasing personal well-being. Teachers are more likely to invest in their professional development when they feel valued and adequately compensated, leading to better teaching practices and a more engaging classroom experience.

For students, having motivated and content teachers means a higher quality of education. Teachers who feel financially secure are more likely to focus on innovative teaching methods and dedicate time to individual student needs, which can lead to improved academic outcomes and a more supportive learning environment.

Parents benefit from the increase in teacher salaries as well, as it contributes to lower teacher turnover rates. Consistency in teaching staff allows for stronger relationships between teachers, students, and parents, leading to better communication and collaboration. Parents can feel more confident in the stability and quality of the educational environment provided to their children.

Budget Assessment and Reallocation

The first step in increasing school staff salaries is to conduct a thorough audit of the current school budget. Identify areas where funds may be reallocated without sacrificing the quality of education. For instance, some funds from less critical projects or outdated programs could be redirected towards salary increases. It's also essential to assess the efficiency of current expenditures; sometimes, renegotiating contracts with suppliers or reducing overhead costs can free up significant funds.

Local Government Funding

Engage with local government bodies to secure additional funding. Present a well-researched proposal that outlines the benefits of higher salaries for staff, such as improved teacher retention, attraction of more qualified professionals, and ultimately, enhanced student performance. Local governments may allocate funds from local taxes or other community resources to support education.

State and Federal Grants

Apply for state and federal grants aimed at educational improvement. These grants often have provisions for enhancing teacher salaries as part of broader educational reforms. Staying informed about grant opportunities and meeting application deadlines is crucial.

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Public-Private Partnerships (PPP)

Develop partnerships with local businesses and corporations. These partnerships can provide additional funding in exchange for advertising rights, naming rights to school facilities, or workforce development programs within the school. For example, a tech company might fund a school's computer lab in exchange for naming rights and the opportunity to guide the curriculum to better prepare students for tech-related careers.

Alumni Funding and Donations

Leverage the alumni network for donations by creating targeted fundraising campaigns that highlight the direct impact of improved salaries on school quality. Alumni, especially those who have benefited significantly from their education at the school, often contribute when they see a tangible connection between their donations and improved educational outcomes.

3.2. Improvement of the School Base

Modernizing infrastructure and enhancing technological capabilities in schools positively impacts the learning environment for students. Up-to-date facilities and access to the latest technology prepare students for modern work environments, making education both engaging and relevant to real-world applications. Students learn in spaces that are safe, comfortable, and designed to meet the needs of diverse learning styles, which can enhance understanding and retention of material.

Teachers working in modernized facilities with access to advanced technology are better equipped to deliver a diverse and enriching curriculum. They can use interactive tools and resources to create a dynamic learning experience and cater to various learning needs, which can make teaching both more effective and enjoyable.

Parents see the benefits of improved school facilities in their children's academic performance and overall happiness. Safe and modern learning environments reassure parents that their children are receiving the best possible education in a facility that supports their health and safety. Furthermore, parents appreciate the school's commitment to keeping pace with technological advancements, knowing that their children are being prepared for future challenges.

Infrastructure Modernization

Invest in modernizing school facilities to create a safe and stimulating learning environment. This can include upgrading electrical systems to support new technology, improving heating and cooling systems for better climate control, and renovating older buildings to meet current safety standards. For instance, replacing old chalkboards with interactive whiteboards or creating more open, flexible classroom spaces that can adapt to different learning activities and group sizes.

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Technology Enhancement

Significantly enhance the school's technological infrastructure. Invest in high-speed internet, provide teachers and students with tablets or laptops, and incorporate software that facilitates collaborative learning and teaching. For example, implementing a learning management system (LMS) can streamline assignment distribution, grading, and communication between students and teachers.

Development of Green Spaces

Develop and improve green spaces around the school to promote well-being and environmental education. This might include planting trees, creating a school garden where students can learn about botany and sustainability, or designing outdoor classrooms that provide alternative learning environments.

Library and Resource Center Upgrades

Expand and update the school library and resource centers. This can involve not only increasing the number of books and resources available but also integrating technology such as e-readers and online databases. Up-to-date resources support a broader curriculum and allow students to conduct more in-depth research.

Safety Improvements

Enhance school safety through updated security systems, such as better lighting, security cameras, and controlled access points. Also, investing in the health and well-being of students by improving sports facilities and equipment can promote a healthier school environment.

3.3 Funding Ideas for School Base Improvements

Both the salary increase and the improvement in school infrastructure can strengthen the school's role within the community. Increased salaries can help in attracting and retaining top-notch teachers, enhancing the school's reputation among prospective and current families. Modern facilities can become a point of pride for the community, serving not only as educational spaces but also as centers for community gatherings and lifelong learning opportunities.

Moreover, involving the community in fundraising and volunteering efforts for school improvements fosters a strong sense of ownership and pride among all stakeholders. This collaborative spirit strengthens the ties between the school and its community, creating a supportive network that benefits everyone involved.

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Bond Levies

Work with local government to issue bond levies that raise funds specifically for school improvements. This requires community approval via voting, so it's important to communicate the benefits clearly to the community.

Grants for Infrastructure

Seek out grants that are specifically designed for physical infrastructure improvements in schools. These can come from government bodies, educational foundations, or private corporations as part of their corporate social responsibility initiatives.

Community Involvement and Volunteering

Encourage community involvement by organizing volunteer days where community members contribute their skills to improve school facilities. This might include painting, repairs, or landscaping. Not only does this reduce costs, but it also fosters a strong community connection to the school.

Crowdfunding Campaigns

Utilize crowdfunding platforms to raise small amounts of money from a large number of people online. Campaigns can be project-specific, such as raising funds for new laboratory equipment or books for the library.

Implementing these strategies requires a focused and coordinated effort from school administrators, teachers, and the broader community. By effectively increasing staff salaries and improving the school base, schools can enhance their ability to provide high-quality education and retain skilled educators, ultimately benefiting students and the community at large.

In conclusion, the implementation of plans to increase teacher salaries and improve the school base holds transformative potential for the educational landscape. These changes not only improve the immediate conditions for teachers, students, and parents but also elevate the overall standards and expectations of the educational experience. The positive changes help cultivate an environment where teachers are motivated, students are engaged, and parents are actively involved, all of which contribute to a thriving, dynamic school community.

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IV. Conclusios

The development plan discussed in the text is a strategic framework aimed at enhancing the effectiveness and well-being of teachers, school leaders, and other educational professionals. Developed from a Human Resource Needs and Strengths Assessment Activity in Schools, the plan was informed by structured interviews with teachers, administrative staff, and other school personnel. It addresses various facets of educational roles, including physical and mental health, well-being, international relations, development cooperation, and the social responsibility of educational institutions.

Structured into short-term, medium-term, and long-term goals, this comprehensive plan outlines a clear trajectory for the professional development and support of school staff. In the short term, the focus is on immediate improvement through training and qualifications in areas that are directly relevant to the staff's daily responsibilities and challenges. These areas include digital and computer technologies, language skills, and creative activities, providing staff with the tools to enhance their teaching methods and engage more effectively with their students.

The medium-term goals of the development plan build on this foundation by fostering an environment that supports working with children. This involves comprehensive training for teachers that not only equips them to better address the diverse needs of students but also integrates innovative teaching ideas that can transform the classroom environment into a more engaging and supportive space. This stage is crucial for developing a curriculum that genuinely caters to child support and development, helping staff to create a learning atmosphere that nurtures student growth both academically and socially.

Long-term goals in the plan aim to fundamentally enhance the school environment by increasing the salaries of school staff. Recognizing the critical role that compensation plays in morale, retention, and attraction of talent, this goal underscores the plan's commitment to creating a positive and supportive work atmosphere. Furthermore, a significant aspect of the long-term strategy is the improvement of the school base, ensuring that all material resources and equipment are not only functional but also conducive to productivity and efficiency. This includes updating teaching resources, maintaining school facilities, and ensuring that the infrastructure supports both the staff and students' needs effectively.

Overall, the development plan represents a holistic approach to building a more dynamic and supportive educational environment. By addressing immediate needs through training, fostering a supportive atmosphere for student interaction, and ensuring competitive compensation and well-maintained facilities, the plan sets a course for sustained improvement and success in educational settings. This strategic framework highlights the importance of a supportive, innovative, and well-resourced educational community in achieving outstanding educational outcomes.

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