

Friendship PCS Staffing Timeline

One of Friendship’s top priorities is to ensure the full staffing of every campus school. The Ideal community is grounded in strong relationships between students, parents and staff. Therefore, it is critical that the team begin outreach to Ideal PCS staff as soon as possible to begin the hiring process and extend offer letters. Friendship PCS and Ideal leadership will coordinate to convene information meetings, send out communications, recruit and hire current Ideal staff and additional staff when necessary. Refer to the timeline below for key dates. For the Armstrong middle school addition, we are focused on ensuring a strong middle school staff. The timeline below applies to Armstrong middle as well.

<i>Staffing Timeline</i>	
Done	<ul style="list-style-type: none"> • Assign key staff to assist with the transition within the organization.
December 2018	<ul style="list-style-type: none"> • Convene a staff meeting in conjunction with campus leadership to introduce key openings and provide an overview of next steps.
Month of February 2019	<ul style="list-style-type: none"> • Review the current school staffing structure. • Review relevant data to further inform/refine the staffing plan for school leadership, instructional, operations, and support staff.
Month of April 2019	<ul style="list-style-type: none"> • <i>For Ideal</i> - Assess current Ideal PCS staffing and offer renewal letters to staff members. • <i>For Armstrong Middle</i> – Finalize offers and key instructional staff.
Spring 2019	<ul style="list-style-type: none"> • Begin professional development with staff.
Ongoing	<ul style="list-style-type: none"> • Friendship continues its teacher and school staff recruitment efforts to fill vacancies for employees/candidates who decline offers.
By Jun 30	<ul style="list-style-type: none"> • <i>For Ideal</i> - Friendship staff orientation for Ideal PCS employees who have committed to return. • Ensure all necessary resources are in place for an outstanding opening of campuses.
By Aug 21	<ul style="list-style-type: none"> • Deliver Friendship community-wide professional development to all staff prior to the start of the school year, including Standards University.