



### Area 3: High Quality Staff

(X=Focus for identified year    P=Progressing    A=Achieved or Operational)

**Goal 3.1:        Purposely and aggressively recruit high quality candidates.**

| Strategy 3.1.1: Identify quality employees early.                              |   |       |       |       |       |       |
|--|---|-------|-------|-------|-------|-------|
| Action Steps   |   | 20-21 | 21-22 | 22-23 | 23-24 | 24-25 |
| 1  | Utilize relevant and effective recruiting opportunities including in-person, electronic and partnerships  | A     |       |       |       |       |
| 2  | Form relationships with universities with strong teacher programs to have students in district for many experiences.                                | A     |       |       |       |       |
| 3  | Connect with high school students who have skills and interest in working in the District for both certificated positions and classified positions. | A     |       |       |       |       |
| Strategy 3.1.2: Develop specialized questions for each position/job assignment |   |       |       |       |       |       |
| Action Steps   |   | 20-21 | 21-22 | 22-23 | 23-24 | 24-25 |
| 1  | Develop questions for each department's application to identify best job fit for the department.  | A     |       |       |       |       |
| 2  | Develop interview questions to identify great candidates.   | A     |       |       |       |       |

|   |  |       |       |       |       |       |
|---|--|-------|-------|-------|-------|-------|
| Strategy 3.1.3: Track reasons for leaving the district and use the information for improvement in order to recruit employees. |  |       |       |       |       |       |
| Action Steps  |  | 20-21 | 21-22 | 22-23 | 23-24 | 24-25 |
| 1   | Inquire during exit interviews why employees are leaving the district and analyze the answers for trends.  | A     |       |       |       |       |
| 2   | Action will be taken for recruitment purposes based on the surveyed information feedback.                  | P     |       |       |       |       |
| Strategy 3.1.4: Aggressively market the District  |  |       |       |       |       |       |
| Action Steps  |  | 20-21 | 21-22 | 22-23 | 23-24 | 24-25 |
| 1   | Actively promote the District via building websites and with multiple social media outlets                 | A     |       |       |       |       |
| 2   | Develop and implement primary source information using technology i.e. electronic magazines, twitter, etc. | A     |       |       |       |       |

**Goal 3.2: Provide professional development opportunities for all staff members**

|  |   |       |       |       |       |       |
|--|---|-------|-------|-------|-------|-------|
| Strategy 3.2.1: Provide New Teacher Academy and Follow up  |   |       |       |       |       |       |
| Action Steps   |   | 20-21 | 21-22 | 22-23 | 23-24 | 24-25 |
| 1  | Provide New Teacher Academy workshops for all new teachers.   | A     |       |       |       |       |
| 2  | Provide four follow-up meetings to ensure first and second year teachers have what they need to be successful in their positions.           | A     |       |       |       |       |
| 3  | Develop building mentor program for teachers who will serve as new teacher mentors and provide training for first and second year teachers. | A     |       |       |       |       |
| Strategy 3.2.2: Provide New Employee Academy and Follow-up |   |       |       |       |       |       |

| Action Steps |  | 20-21 | 21-22 | 22-23 | 23-24 | 24-25 |
|--------------|--|-------|-------|-------|-------|-------|
| 1            | Survey new employees twice during the first year for suggestions on what is needed to make them more successful as employees of the District | P     |       |       |       |       |
| 2            | Provide two follow-up meetings to ensure new employees have what they need to be successful employees in the District                        | A     |       |       |       |       |

Strategy 3.2.3: Provide ongoing professional development for new and veteran certificated staff members

| Action Steps |   | 20-21 | 21-22 | 22-23 | 23-24 | 24-25 |
|--------------|---|-------|-------|-------|-------|-------|
| 1            | Survey new and veteran certificated staff twice a year for suggestions on what is needed to make them more successful in the District                       | P     |       |       |       |       |
| 2            | Create PD offerings based on feedback that align PD to district, building, and individual professional goals of new and veteran certificated staff members. | P     |       |       |       |       |

Strategy 3.2.4: Provide ongoing professional development opportunities for veteran classified staff members

| Action Steps |   | 20-21 | 21-22 | 22-23 | 23-24 | 24-25 |
|--------------|---|-------|-------|-------|-------|-------|
| 1            | Survey veteran classified staff for suggestions on what is needed to make them more successful in the District                                    | X     |       |       |       |       |
| 2            | Create PD offerings based on feedback that align PD to district, building, and individual professional goals of veteran classified staff members. | X     |       |       |       |       |

**Goal 3.3: Retain and attract highly qualified work force through a competitive compensation system**

Strategy 3.3.1: Seek to retain high quality certificated and classified personnel

| Action Steps |   | 20-21 | 21-22 | 22-23 | 23-24 | 24-25 |
|--------------|---|-------|-------|-------|-------|-------|
| 1            | Continue to offer competitive salaries and benefits | A     |       |       |       |       |

|  |   |   |       |       |       |       |       |
|--|---|---|-------|-------|-------|-------|-------|
| 2  | Offer and expand benefits such as medical clinic, employee assistance program, and wellness center.         | A |       |       |       |       |       |
| 3  | Provide District information packet to new employees during on-boarding process                             | A |       |       |       |       |       |
| Strategy 3.3.2: Utilize best practices in supporting current employees |   |   |       |       |       |       |       |
| Action Steps   |   |   | 20-21 | 21-22 | 22-23 | 23-24 | 24-25 |
| 1  | Survey 7+year employees regarding why they have stayed and use the themes for action.                       | X |       |       |       |       |       |
| 2  | Survey at mid-year and use feedback from current staff to implement practices to support them as employees. | X |       |       |       |       |       |
| 3  | Provide training for supervisors and implement best practices for retention.                                | X |       |       |       |       |       |