



### 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 parnterships	A	A	A	A	
2	Form relationships with universities with strong teacher programs to have students in district for many experiences.	A	A	A	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	P	A	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	A	A	A	
2	Develop interview questions to identify great candidates.	A	P	A	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	A	X	A	
2	Action will be taken for recruitment purposes based on the surveyed information feedback.	P	P	X	A	

**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	P	A	A	
2	Develop and implement primary source information using technology i.e. electronic magazines, twitter, etc.	A	P	P	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	O	X	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	O	X	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	O	X	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	P	A	A	
2	Provide two follow-up meetings to ensure new employees have what they need to be successful employees in the District. (60/90 day onboarding)	A	A	A	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 once a year for suggestions on what is needed to make them more successful in the District	P	P	P	A	
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	P	X	X	
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	P	P	P	
2	Create PD offerings based on feedback that align PD to district, building, and individual professional goals of veteran classified staff members.	X	P	P	P	

**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	A	A	A	
2	Offer and expand benefits such as medical clinic, employee assistance program, and wellness center.	A	A	X	A	

3	Provide District information packet to new employees during on-boarding process	A	A	A	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	X	P	A	
2	Survey building administrators and use feedback to implement practices that support staff. (23-24 school year)	X	P	p	X	
3	Provide training for supervisors and implement best practices for retention.	X	P	P	P	