



Goal 3: High Quality Workforce

TALENT: Employees are at the heart of our students' success, and we will attract, support, and retain a high quality workforce.

OBJECTIVE 3.1 (Attracting) We intentionally recruit and employ highly skilled and motivated individuals for every position.

Strategies

- 1 Create and execute a plan for attracting, supporting, and retaining the best employees. This includes expanding the scope of recruitment efforts in terms of geographic area, diversity, and techniques to advertise vacancies.
- 2 Ensure our working conditions are desirable, including competitive salaries and benefits.
- 3 Implement a Teacher Pathway program.

Measures of Success

- a Salaries, health insurance, and other benefits costs.
 - b Records of employee hiring rates at the beginning of the year and throughout the year.
 - c Racial demographics of staff in comparison with student populations.
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OBJECTIVE 3.2 (Supporting) We support all employees with professional learning opportunities to ensure their growth and students' success.

Strategies

- 1 Ensure all employees have access to professional learning opportunities aligned to their roles and responsibilities.
- 2 Provide dedicated time and appropriate resources for professional learning (e.g., learning and sharing of best practices within and across schools).
- 3 Provide first year teachers and principals with training and mentorship programs.

Measures of Success

- a Participation rates in professional learning opportunities/trainings.
 - b Results of staff climate surveys.
 - c Results of professional development and performance evaluations.
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OBJECTIVE 3.3 (Retaining) We value our employees and are committed to creating working conditions that support their personal well-being and professional success.

Strategies

- 1 Ensure greater consistency and continuity in the implementation of the district's onboarding, career advancement, and staff recognition processes and procedures.
- 2 Ensure upward mobility for all employee groups.
- 3 Review data from Stay and Exit interviews to better understand the needs of employees.

Measures of Success

- a Records of employee retention rates (first year and beyond).
- b Consistent use of district's onboarding, career advancement, and staff recognition processes and procedures across all schools.
- c Analysis of Stay and Exit interview data.