

# Focus Group: **High Quality Workforce**

School District of Indian River County – Strategic Plan



February 2020

## Goal 3: High Quality Workforce

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



## *Excellence*

What specific outcomes would you see if we achieved “Excellence” in the area of “High Quality Workforce?”



## *Shining Stars*

What is going well? Where are you seeing progress?

## *Troubled Waters*

What are areas in need of improvement or of ongoing struggle?

## *Additional Feedback*

What other feedback would you like to share? What are areas of strength or areas of improvement as related to your participation in this feedback session?



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

Provide ratings:	
Strategies	★ ★ ★ ★ ★
Measures of Success	★ ★ ★ ★ ★

Objective 3.2: (Supporting) We support all employees with professional learning opportunities to ensure their growth and student success.

Provide ratings:	
Strategies	★ ★ ★ ★ ★
Measures of Success	★ ★ ★ ★ ★

Objective 3.3: (Retaining) We value our employees and are committed to creating working conditions that support their personal well-being and professional success.

Provide ratings:	
Strategies	★ ★ ★ ★ ★
Measures of Success	★ ★ ★ ★ ★

# Feedback Protocol

## Steps

1. Each participant will individually brainstorm and write responses to the questions presented on their individual legal-sized feedback sheet. (2 minutes)
2. In round robin style, the **facilitator** will have each participant share, in 30 seconds or less, their reflections in response to the question. (30 seconds or less for each participant)
3. After all participants have shared their reflections, the **facilitator** will guide the team through identifying common themes in the reflections. (3 minutes)

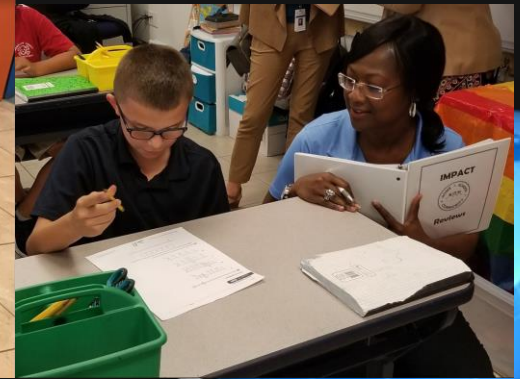


# WHAT IS EXCELLENCE?

THE NON-MIRACLE, MIRACLE QUESTION



SDIRC



What specific outcomes would we see if we achieved “Excellence” in “High Quality Workforce?”



# Shining Stars

Consider the Goal of  
High Quality Workforce...

- What is going well?
- Where are you seeing progress?



# Troubled Waters

Consider the Goal of High Quality Workforce...

- What are areas in need of improvement...
- or are of ongoing struggle?





# Strategies & Measures of Success



Strategies



Measures of Success





**Thank you for contributing to  
our re-envisioning of School  
District of Indian River County  
Schools!**

