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

What specific outcomes would we see if we achieved “Excellence” in “High Quality Workforce?”
Consider the Goal of High Quality Workforce...

• What is going well?

• Where are you seeing progress?
Consider the Goal of High Quality Workforce...

- What are areas in need of improvement...

- or are of ongoing struggle?
Strategies & Measures of Success

Strategies
- Poor
- Fair
- Average
- Good
- Excellent

Measures of Success
- Poor
- Fair
- Average
- Good
- Excellent
Thank you for contributing to our re-envisioning of School District of Indian River County Schools!