



Superintendent's HOPE Note - March 2022

"Teamwork is the secret that makes common people achieve uncommon results"

-Ifeanyi Enoch Onuoha

Your Colleagues Working on Your Behalf

Since 2016, the district has engaged in an annual strategic planning process using the Baldrige Excellence Framework. This process has allowed us to remain financially stable and drive improvements across the district. We have always included staff across all district areas to ensure that every department, collective bargaining unit, and building has a voice in this process. We also invite the entire School Board of Directors to join our meetings to ensure that our plans reflect our shared vision for the district.

On February 23rd, all HOPE teams met for our annual strategic planning session to review progress toward our strategic targets and review district-wide action plans. Action plans addressed SEL, instructional programming, team member recruitment and recognition, the HANNA Hub, DEI (diversity, equity & inclusion), community engagement, and Hanna Virtual Solutions.



If you are not familiar with our strategic planning process or HOPE Teams, click on the strategic plan found on page 2 to read all about it. Also, feel free to reach out to our action plan leads if you want to know more about our accomplishments this year and the next steps in any of these areas. We would love to hear from you!

Social-emotional Learning (SEL): Jacqueline Wapinsky (jwapinsky@hannasd.org), Takia Colston-Krow (tcolston-krow@hannasd.org)

Addressing Language Barriers: Carrie Martin (cmartin@hannasd.org), Bethany Peters (bpeters@hannasd.org)

Learner Agency: Kristi Prime (kprime@hannasd.org), Andrae Martin (amartin@hannasd.org), Jacquie Wapinsky (jwapinsky@hannasd.org), Nicole Smith (nsmith@hannasd.org)

Customized Learning (Instructional Framework): Patrick Raugh (praugh@hannasd.org), Tamara Willis (twillis@hannasd.org)

Hanna Virtual Solutions: Richard Kaskey (rkaskey@hannasd.org)

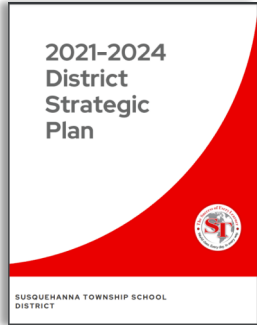
Team Member Recruitment and Recognition: Mark Holman (mholman@hannasd.org)

Emergency Preparedness: Takia Colston-Krow (tcolston-krow@hannasd.org)



If we had no winter, the spring would not be so pleasant. - Anne Bradstreet

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Visit the district's webpage to see the full [Strategic Plan](#)

The District's Strategic Plan: **Team Member Engagement & Retention**

Critical Success Factor (CSF) Team Member Engagement and Retention (TME&R)

Strategic Objective(s): Improve Team Member Engagement

Measures & Targets:

- By May of 2024, STSD will reduce annual voluntary turnover to 10% of workforce as documented by approved minutes of the school board of director meetings
- By May of 2024, STSD will improve overall team member attendance by 25% as measured by CSIU reports
- By May of 2024, 85% of staff will recommend STSD to others as measured by the *Are We Making Progress* survey

The term team member includes all members of the district's workforce. A focus on team member engagement continues the district's previous strategic plan. Since 2017, the district has experienced a 27% increase in the number of team members reporting that my senior (top) leaders are ethical and demonstrate our organization's value; a 36% increase in the number of team members reporting my bosses and my organization care about me; and a 37% increase in those reporting that senior leaders create a work environment that helps me do my job.

Team member engagement remains a priority, considering the pre-existing national teacher shortage coupled with recent COVID-related staffing shortages (Walker, 2021). Because team member engagement must be developed and sustained over time, the district will continue to focus on these indicators while expanding its focus to ensure that all team members can articulate how their work aligns with the organization's long-term goals.



Piece of the Puzzle

Kudos to the Holtzman staff (Jaqueline Wapinsky, Michele Yeagy, Deana Smulktis, and Chris Beach) who supervise the car riders at the end of each school day. According to one parent, "They stand in the rain, excessive heat, and frigid temperatures so that the students can safely get to their cars in the parking lot. They are always courteous and greet each pickup person with a smile. They are kind to the students and endure the parents who don't want to follow the car rider rules. I believe they should be recognized." Hats off to these team members for providing excellent customer service with a smile! We appreciate you!