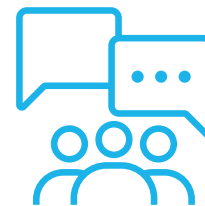


Objective 2: Develop and implement a program to retain high-quality staff (Year 0 – Year 2).



- ACTION 1:** Research and develop a predictable compensation schedule for all employee groups that takes into consideration experience, knowledge, education, and performance.
- ACTION 2:** Further develop a mentoring program for teachers and staff (peer-to-peer).
- ACTION 3:** Create opportunities for teachers/division administration to meet outside of observations.
- ACTION 4:** Provide processes and adequate resources for staff to effectively fulfill the requirements of their positions.
- ACTION 5:** Target staff compensation in the top quartile of comparable divisions.
- ACTION 6:** Distribute an annual *Employee Engagement Survey* to all employees to gauge perceptions of satisfaction, as well as identify areas of strength and areas for improvement related to engagement and satisfaction.

PERFORMANCE INDICATORS	DATA SOURCES
Staff retention rates	Annual <i>Employee Engagement Survey</i>
Develop an employee recognition program	
Staff perceptions and results from annual <i>Employee Engagement Survey</i>	