

Objective 1: Develop and implement a hiring program to recruit high-quality staff (Year 0 – Year 3).



- ACTION 1:** Develop and broaden teacher pipeline and recruitment efforts to yield a diverse, culturally competent, and effective workforce.
- ACTION 2:** Create relationships with local colleges to entice recent college graduates to apply to work in the division.
- ACTION 3:** Develop a rigorous selection and hiring process that ensures the most effective workforce.
- ACTION 4:** Distribute annual *Employee Engagement Survey* to staff to gauge perceptions, including their needs/wants related to professional development, as well as the effectiveness of received professional development.

PERFORMANCE INDICATORS	DATA SOURCES
Evaluation of hiring needs	Annual <i>Employee Engagement Survey</i>
Established broader recruiting approach	
Education and certifications of newly hired staff	
Employee perceptions	
Perceptions of new hires	
Staff perceptions and results from annual <i>Employee Engagement Survey</i>	