

Objective 3: Enhance division-wide systems that promote shared accountability, high expectations, and continuous growth for all employees (Year 0 – Year 3).



- ACTION 1:** Develop structures where each employee understands the purpose and value of their role within the division, as well as what defines success in that role.
- ACTION 2:** Develop systems to regularly celebrate staff as individuals and teams.
- ACTION 3:** Develop and strengthen systems that increase transparency and encourage effective dialogue and communication to all staff.
- ACTION 4:** Further develop annual employee reviews to provide feedback on individual performance.
- ACTION 5:** Offer a variety of professional development options and develop differentiated pathways of continuous professional learning for all staff.
- ACTION 6:** Increase professional development opportunities on campus during non-class days.

PERFORMANCE INDICATORS	DATA SOURCES
Developed an annual review process for all employees	Annual reviews for all employees
Results from annual 360 leadership reviews for division and school administration	Annual 360 leadership reviews for division and school administration
Staff perceptions and results from annual <i>Employee Engagement Survey</i>	Annual <i>Employee Engagement Survey</i>