

GOAL 2

Recruit, retain and develop high-quality staff

Ensure that systems are designed and implemented to recruit, retain and develop high quality staff.

Metrics of Success:

1. **Improve recruitment** by reducing the number of vacancies on the first day of school from 75 (SY 19-20) to 45 (SY 22-23).
2. **Enhance staff development** by increasing the percentage of staff indicating they are supported as professionals and regularly receive feedback on their practice from 51% (SY 19-20) to 67% (SY 22-23).
3. **Increase retention of effective or highly effective staff** retained year over year from 85% (SY 19-20) to 95% (SY 22-23).

Priority Strategies:

- A. Build a cohesive recruitment system that includes innovative recruitment strategies.
- B. Develop instructional leadership knowledge and capacity in current and aspiring leaders to create a strong talent pipeline.
- C. Strengthen professional learning system.
- D. Focus on providing actionable, meaningful feedback that leads to an increase in employee engagement, retention and performance.