

Human Resources Department

Culture of Educational Excellence

Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Environment	Implement a Culture of Care by increasing engagement of employees in independent and collaborative wellness activities focused on all aspects of health (personal, behavioral, and financial health) and increasing utilization of the Employee Wellness Clinic through active communication strategies, (i.e. Wellness Committee, district newsletter, wellness newsletter, district website, community partnerships)	-Number of participants in independent and collaborative wellness activities -Utilization rates of Employee Wellness Clinic	2021-2022 Utilization Rate: 42% 2021-2022 Participants in Wellness Activities: Mean average of 85.4 per challenge	Increase utilization of Employee Wellness Clinic by at least 10% Increase participation in Wellness activities by at least 5%	https://www.welcoa.org/	Clinic Utilization Rate: 53% which is a 11% increase. Participants in Wellness Activities: Mean average of 130.8 per challenge which is a 34% increase from 2022.
Environment	Implement a Culture of Care by increasing collaboration within and across the employee groups providing a workgroup space for diverse representatives from each employee group to provide feedback concerning compensation, benefits, workplace issues, and handbook refinements/updates by refining the past committee structures.	-Regular meetings scheduled and held of employee group specific workgroups and an All Employee workgroup -Specific survey data from workgroup members focused on the School Perceptions survey question "My perspectives and ideas are valued."	Overall 62.5% of employees agreed to the statement of "All things considered the district is a good place to work."	Increase employees agreeing to the statement of "All things considered the district is a good place to work." by 10%		85.3% of employees agreed to the statement of "All things considered the district is a good place to work."
Environment	Implement a Culture of Care by increasing the amount of daily active substitutes in Absence Management through creating a welcoming environment at the school and district level by providing guidance for school sites on strategies to use to build a welcoming environment. At the district level, the substitute coordinator will provide weekly check ins with substitutes including quarterly surveys focused on areas of strength in supporting substitutes and areas in need of improvement.	-Number of active daily support staff and professional educator substitutes in Absence Management	Current amount of active substitutes: Support Staff: 70 Professional Educator: 153	15% increase in Active Substitutes: 11 support staff 22 professional educator		*Current amount of active substitutes: Support Staff: 101 (increase of 31 or 31.7%) Professional Educator: 197 (increase of 44 or 22.3%)
Equity	Implement Disrupting Inequities by: -Facilitating and Collaborating with the Director of Equity and Inclusion to provide monthly Affinity Group discussions with specific agendas and focus areas engaging the Affinity participants in providing guidance and feedback on how to create an engaging and inclusive work environment for employees of color. -Supporting the growth of our own internal employees of color using our Grow Your Own (employees and students) program to provide flexible avenues to certification by collaborating with certifying organizations. Problem of Practice: The Human Resources Department problem of practice is our student racial demographics do not match our staff demographics and research shows students of color being able to experience educators of similar racial demographics leads to higher academic outcomes for students of color. A lower retention rate of employees of color leads to a mismatch of racial demographics between staff and students even as our hiring rate of employees of color increases. Our Human Resources team will create and follow through on strategies focused on retention of our current employees of color in an effort to provide a staff in all employee groups mirroring our student demographics.	-Retention Rate of Staff of Color	Retention rate of 81.6% for Employees of Color (Comparison of 86.4% retention rate of white employees)	Increase retention rate of Employees of Color by 5%		87.55%

Culture of Engagement and Inclusion

Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Exceptional staff	Create an environment of engagement and acknowledgement for employees by facilitating the execution of stay Interviews with school based initiatives based on stay interview data from previous year.	Retention data disaggregated by employee type and racial identities	86% Overall Employee 86 % Professional Educator 94% Administrators 94% Administrative Support 82% Support Staff 82% Staff of Color	90% of overall benefit eligible staff in good standing are retained by the District and the retention rate in each employee group and staff of color increases.		90% Overall Retention Rate 91% Professional Educator 94% Administrators 94% Administrative Support 87% Support Staff 88% Staff of Color
		School Perceptions Staff Survey results disaggregated by employee type and racial identities surrounding the question "All things considered the district is a good place to work."	62.5% Overall Employee 48.2% Professional Educator 96.6% Administrators 68.1% Administrative Support 78.6% Support Staff 52.7% Staff of Color	Overall percentage of employee responding with agreement increases by 10%, and increases in each disaggregated employee group.		85.3% Overall Employee 82.9% Professional Educator 96.6% Administrators 88.6% Administrative Support 91.4% Support Staff 61.3% Staff of Color

Exceptional Staff	Create an environment of engagement and acknowledgement for employees by supporting and expanding our current structure for hourly staff to consistently access high quality professional development for both in-person and virtual opportunities.	Percentage of Hourly Staff completing 12 hours of Professional Development	22% of hourly staff completed 8 hours of Professional Development in 2021-2022	50% of hourly staff completing 12 hours of Professional Development		39% of hourly staff completed 12 hours of Professional Development
Diverse Staff	Build a staff that demographically matches our student demographics by increasing the annual percentage of professional educators of color applying for open positions by actively participating in specific job fairs at HBCUs and colleges/universities we recognize as having a high percentage of education candidates of color.	Percentage of applicants self-identifying as being applicants of color	21.3% of applicants self-identified as being applicants of color	The percentage of applicants self-identified as being applicants of color will increase by 5%		30.3% of applicants self-identified as being applicants of color

Communication and Community Engagement

Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Communications and Community Engagement	Dept. Collaboration and Engagement Plan (Practice Profile) Cascaded, flexed In an effort to increase the amount of applicants for open positions the HR department will collaborate with the communication department on a regular basis to provide employment postings and information utilizing new platforms to expand the reach of our postings. Human Resources Collaboration and Engagement (Practice Profile)	Number of postings being placed on job posting platforms not yet utilized by the Human Resources team	Currently using 4 main platforms: Indeed, WECAN, Frontline, and LinkedIn	Utilize at least 5 new posting sites/ platforms in collaboration with the Communications Department		Using the following new platforms: Zip Recruiter HBCU Connect Handshake Urban League of Madison Madison.com Role Specific Listservs
	Support Referendum Communication Plan Cascaded, fixed	Referendum Communication Plan		Information shared through bi-weekly HR meetings	Referendum Successful "Road-show"	
	DSC Leadership Representatives (SET and DSC E-Team) Cascaded, flexed	HR representatives assigned and actively participating in SET and DSC Equity team	We have at least 1 HR representative on the SET and DSC Equity team	An HR representative is assigned and actively participates in SET and DSC Equity Team		DSC Equity: Liz Berndt, Isabel Simonetti SET: Karyn Richmond

Culture of Operational Excellence

Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Facilities and Finance	Increase the efficiency of current systems and programs focused on better use of data management specifically transitioning to electronic employee files for current and future employees and process improvement while researching and implementing new platforms to increase efficiency and effectiveness.	% of employee files converted to electronic files	15% of employee files are electronically held in Frontline Central	Increase the percentage of employee files kept electronically to 50% of employees having electronic employee files.		100% of employees now have electronic files in the area of evaluations and other personnel files such as contracts and letters of intent with approximately 35% of those employees have fully electronic employee files which includes application materials, credentials, evaluations, contracts/letters of intent and other miscellaneous files.