

Guardrail 1. Recruit, support, develop and retain high-quality staff.

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

Metrics of Success:

1. Reduce the number of instructional vacancies from 6% in 2023 by 1% each year (2024-2027).
2. Increase the percentage of employees retained annually from 80% in 2023 to 90% in 2027.
3. Increase the percentage of new employees reporting satisfaction in the support system provided by Human Resources from 80% in 2023 to 90% in 2027.

Priority Strategies:

- A. Design a cohesive recruitment, support and retention system that includes innovative, collaborative strategies and partnerships.
- B. Develop instructional leadership and capacity to support current and aspiring leaders to create a strong talent pipeline.
- C. Focus on providing actionable, meaningful feedback that supports employee engagement, retention and performance.