



**NORTHWEST ISD**  
**District Education Improvement Council**

January 9, 2024

# STAFF LISTENING SESSIONS | WHY

In the most recent staff survey, one of the few areas with notable concerns was **feeling heard**.

Teachers and staff want their feedback considered and valued.

Staff Listening Sessions will provide every campus with the ability to provide actionable feedback.



# STAFF LISTENING SESSIONS | TOPICS

## ■ Compensation, Benefits & Retention

- Some topics principals and department leaders mentioned were insurance contribution effects on salaries and the veteran teacher pay scale.

## ■ What makes you feel valued in your job?

- Some topics principals and department leaders mentioned were what are the most positive aspects of your job and what can the district do to make you feel more valued.

## ■ What can district and school leaders do to better support your personal wellbeing and support you in the classroom?

- Some topics principals and department leaders mentioned were challenging behaviors in the classroom and dealing with challenging parent engagement.



# STAFF LISTENING SESSIONS | HOW

**Topics:** Topics and questions were generated from department and campus leader feedback.

**Session:** A member of district executive cabinet will visit a staff meeting at each campus and lead topics with the principal.

**Notes:** The cabinet member or principal will take notes but is there to listen – answering clarifying questions but not providing input

**Data Review:** Notes are compiled and reviewed to see what actions can be taken for continuous improvement



# STAFF LISTENING SESSIONS | FUTURE

Staff Listening Sessions don't end in January. It's the first step in a process of continuous improvement.

**01**

**Data Review**

Data from all campuses aggregated to look for commonalities

**02**

**ThoughtExchange**

Present the most popular topics to staff for final comments

**03**

**Action &  
Communication**

Make changes based on input and communicate updates to staff





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**THANK YOU!**

Questions?