



STRATEGIC PLAN THEMES AND OBJECTIVES

THEME D: Staff Investment and Impact

Priority outcomes grounded in equity:

- Improve achievement for students of color
- All students are ready for school
- Every child reading at or above grade level by the end of third grade
- Academic and social-emotional growth in middle grades
- Student engagement in school and learning
- Student support from families to learn and achieve
- Clear path and readiness for career, college and life

Key



Complete



In progress



Not yet started

Objectives

ONE

Enhance hiring and retention to support student success



TWO

Cultivate the district culture to be inclusive, supportive, and welcoming



THREE

Increase consistency and accountability for common district practices



Initiatives



1a. Enhance the diversity, efficiency and effectiveness of hiring



1b. Create retention practices for all staff to reduce turnover and build a stronger workplace culture



2a. Develop and strengthen onboarding and mentorship programs with each employee group



2b. Establish an employee culture that is anti-racist, welcoming, and grounded in mutual respect for each other



3a. Create a robust evaluation system, with documentation, that includes feedback to strengthen performance of each staff member



3b. Create a common and comprehensive vetting process to align, implement, and evaluate district initiatives