

Goal	KPI	Baseline Data - 2022-23	Performance Target/Outcome 2023-24	Final Progress Monitoring - EOY	Met/Partial/Not Met
TALENTED and QUALIFIED PROFESSIONALS <i>Attract, hire, develop, support, and retain highly qualified, passionate, and talented professionals.</i>	Increase the number of pathways (opportunities for ongoing development to increase capacity in current position or for career growth) -- certified, classified and admin.	Baselines: Certified: - ASU Teaching Fellows (3). - AzK12/NAU Teacher Residency (5 employees enrolled) - New Teacher Mentor Program (FY22=15; FY23=35/41 1st year teachers retained) Admin: - Aspiring Principals/Admin Plan not yet established - 100% new principals matched with SUSD Principal mentors 2022-23 Classified: - Classified Admin Support Plan not yet established	Performance Targets: a. 80% of prospective teacher residency/fellows students enrolled, maintain enrollment in programs (mitigating for life circumstances) b. Introduce Danielson Framework c. Develop and survey aspiring administrators and develop framework for growing our own/aspiring admin program. d. Develop and survey administrative support for targeted mentorship and develop framework for classified admin mentorship and development program.	80% of residents remained in the program. Three residents have been hired for 2024-25. Danielson training started and professional development. Classified Administrative Support mentorship developed, 5 mentors identified.	Met
	Support retention by offering a superior compensation package -- fostering an environment where employees feel valued.	Increased salary for each respective group by 2%. (See additional increases 22-23 in "Results" shared with Governing Board, June 2023.) Hard to Fill positions identified as: Certified: SPED (Teachers, SLPs, Psychs, OT, PT), Math, Science, World Languages, Classified: Bus Drivers, Paras, Nutrition Services, Facilities	Complete a compensation study to determine positions (hard to fill; under/over market value) -- and make recommendations for salary adjustment.	Phase I Compensation Study underway. Estimated completion date: June 2024. 2% increase in compensation for all employees.	Met
	Increase the percent of positive responses to professional learning experiences reported by teachers.	Variety of feedback sources: Rally feedback fall 22 and fall 23 Hanover Climate Survey Draft SUSD PD Feedback/Survey developed Summer 2023	<u>Align SUSD PD Feedback/Survey to Danielson tool -- fall 2023.</u> <u>Consistently use 23-24 SY to establish baseline for 24-25.</u> 2023-2024 Early Release Day PD - Teacher Feedback	- When asked if the content presented was relevant to participants' role in SUSD, 94% strongly agreed and/or agreed. - When asked if the content presented fostered a culture for learning, 94% strongly agreed and/or agreed. - When asked if the session offered engaging activities and offered opportunities for thinking and reflection, 89% strongly agreed and/or agreed. - When asked if the information presented was timely and relevant, 94% strongly agreed and/or agreed.	Met
	Maintain or increase the percent of appropriately certified teachers.	FY 22-23 = 94%	FY 24 = 94% or above Identify and provide targeted supports to emergency cert teachers.	98.65% certified 89.6% appropriately certified	Not met
	Create systems for improved recruitment and hiring practices to minimize position vacancies.	Audit results/feedback	- Create placement schedules. - Standardize and streamline job postings. - Refine termination codes to provide more meaningful separation reasons for analysis. - Adopt electronic resignation form. - Establish timelines for recruitment/hiring: reviewing applicants, scheduling interviews, and processing hiring requests. - Automate personnel agenda. - Ensure communication timelines and follow-through with prospective employees designed to meet Scottsdale standard of excellence.	- Personnel Report for board agenda automatized. - Job postings streamlined. - Job application streamlined. - Hiring process trained for January 18, 2024. - Electronic resignation active January 31, 2024. - Hiring Process Revised and Hiring Administrators trained January 18, 2024. - Administrative Support Staff trained. - Utilization of TalentEd platform for efficient hiring. - Avg time to complete a PAR decreased by almost 2/3 (30 days-11 days)	Met