

Strategic Alignment	Initiative/Goal Statement	Measures & Evidence	Timeline	Process Owner(s)	Baseline Data	Goal	NOVEMBER	MARCH	EOY / JUNE
Equity: Disrupting Inequity	Problem of Practice: Very few employees of color in F&G have completed the yearly perception survey. Results from the small number of people completing the survey indicate satisfaction, but it is unclear if those results are universal. Administrators within F&G will target staff of color for stay interviews to obtain additional data points. Data from the feedback will inform an action plan to address employee satisfaction and retention.	Number of staff of color that participate in stay interviews who indicate "job satisfaction" Stay interview data will be analyzed qualitatively for themes to inform action steps.	Fall - Spring		No clear understanding if there is a disparity based on race in Job Satisfaction survey responses	Collecting more data from people of color working in the Facilities & Grounds department by asking Supervisors to complete 2 of 4 Stay Interviews with staff of color in their departments	Working toward collecting more data via stay Interviews completed per District timeline utilizing inverse representation		
		Completion of stay interviews as evidenced by data collected and reported to Human Resources.	Fall/Spring		100% of Required Stay Interviews Completed in 2022-2023	-100% of required stay interviews are completed.			
Exceptional Staff	Create an environment of engagement and inclusion for employees through the execution of Stay Interviews (fixed) and the execution of a specific district-based initiative related to staff retention based on stay interview data from previous two years (fixed)*Create an environment of engagement and inclusion for employees by: Execution of Stay Interviews (fixed) Utilization a district solution focused on staff-to-staff recognition tied to our strategic priorities (fixed)	School Perceptions Staff Survey results surrounding the question: "All things considered the district is a good place to work." Retention Rate of employees	Spring/Spring		Spring of 2023 Staff Survey Results Agreeing with the statement 85.3% Overall Employee 82.9% Professional Educator 96.6% Administrators 88.6% Administrative Support 91.4% Support Staff 61.3% Staff of Color*	The percent of employees who answer "agree" or "strongly agree" with the Employee Engagement survey question "All things considered the District is a good place to work" will continue to increase each year until 80% is reached.			Spring of 2024 Staff Survey Results 86.6% Overall Employee 84.1% Professional Educator 100% Administrators 98.3% Administrative Support 90.4% Support Staff 71.9% Staff of Color
			Spring/Spring		90% Overall Retention Rate 91% Professional Educator 94% Administrators 94% Administrative Support 87% Support Staff 88% Staff of Color***	90% or higher retention rate of all employees and increase all subgroups to at least 90% retention			90% Overall Retention Rate 90% Professional Educators 92% Administrators 96% Admin Support 88% Support Staff 90% Staff of Color
Communications and Community Engagement	Excel in how we collaborate and communicate with all staff and careholders and build relationships that promote positive outcomes for students. Pick an initiative in your department and run through the Practice Profile. Use an existing initiative from your 2023-24 scorecard, no need to create something new. Focus on engagement practices around this initiative. (flexed) --Communication plan regarding equitable playground improvements across the district	Plan	Fall - Spring			Completion of the communication plan			
Operational Excellence	Rounding meetings are held with Building Principals and District Administration to determine Capital Improvement needs and wants	Meeting with Administrators at least 3 times per year	Fall - Spring		Rounding with Building Principals in late Fall, Winter and Spring	Each Principal is met with 3x per year and gives feedback on F&G Operations, their priorities for Capital Improvement projects at their building, and airs concerns about the operational components of their buildings.			
	Capital Maintenance Projects scheduled for a given year are completed, with accommodations for materials availability, market conditions and emergency needs.	90% of identified projects are completed within the Fiscal Year	Fall - Spring			Complete 26/31 funding items identified in Capital Maintenance & Improvement Plans			
	Average work Order time to completion for the first 100 days (05 Sep 2023 - 09 Feb 2024) of school is equal to or below 7.0 days.	In response to OE12 data point	Fall - Spring		"2022-2023 data"	7 days or less for work order completion			
	Statements have been made regarding facility equity to ensure all students have facilities with similar learning environments. We will establish facility equity benchmarks and rubrics.			Fall - Spring		No "equity" benchmarks are established. Buildings have been built or modified to meet the needs of the District at the time. Some systems are uniform throughout the District while other systems can vary greatly amongst buildings.	Create a rubric to identify similarities and differences between buildings to use as a baseline for establishing equity standards. Use equity standards to drive Capital Maintenance & Improvement Plan decisions	Moving to 2024-25 due to turnover in Facilities & Ground Director position.	