



GOAL AREA	STAFF
STRATEGY	Explore, develop, and implement plans to retain high quality staff and administration
RATIONALE	To recruit, develop and retain high quality staff who embrace collaboration, innovation, continuous improvement and a strong passion to support all learners
ACTION PLAN TITLE	Staff Recruitment, Retention, and Development
ACTION PLAN STEPS	<ul style="list-style-type: none"> • Utilize collected exit survey data and new hire data to develop additional staff support programming for staff across all positions <ul style="list-style-type: none"> ○ Incorporate the concept of “rounding” with all new hires and current staff members ○ Hold 30 and 90 day targeted conversations with new hires- coach staff in the moment • Hold stay interviews with current staff and gather feedback with high performing staff • Develop mentoring/onboarding program for support staff at all roles across the district • Utilize data collected from Great Places to Work survey to gather additional information and develop ongoing engagement plans with all stakeholders <ul style="list-style-type: none"> ○ Implement targeted smaller surveys to identify improvement related to areas focused on (for example greater staff voice) • Develop additional in-person designated opportunities for staff to engage with various staff members to seek feedback, ask questions, resolve problems, etc (cabinet members, Human Resource Department staff members) • Continue newly created Staff Newsletter and enhance opportunities to spotlight staff in multiple ways (professional and personal)
TIMELINE	This action plan started in Fall 2024, and will continue through the 2024-25 school year.
PROGRESS MONITORING STEPS	<ul style="list-style-type: none"> • Summer 2024: evaluate staff exit survey data and new hire feedback data from 2023-24 to identify trends • Modify survey language/questions as needed • Plan follow up survey for Great Places to Work in Winter/Spring 2025 • Research automation opportunities for feedback gathering
INDICATORS OF SUCCESS	<ul style="list-style-type: none"> • Reduction of turnover due to controllable factors is achieved (culture, climate, etc.)

	<ul style="list-style-type: none"> • Areas of staff need are identified, and programs developed to support staff are implemented • Additional support is provided to staff with in-person visit opportunities (i.e., District leaders being on-site on a scheduled basis)
POTENTIAL RESOURCES	<ul style="list-style-type: none"> • Survey programming and data collection systems • Additional benefits/resources made available for staff as identified
POTENTIAL COSTS	<p>Great Places to Work survey - \$22,000</p> <p>Additional costs may vary depending on identified needs, programming and resources offered to staff</p>