

People and Culture

Goal: Become a preferred employer by maximizing efforts to attract, retain, develop and recognize all school corporation employees.

Legend:	Plan/Develop			Implement/Monitor			Complete														
	2024			2025			2026			2027			2028								
	Winter Jan - Feb	Spring Mar - May	Summer June - July	Fall Aug - Oct	Winter Nov - Feb	Spring Mar - May	Summer June - July	Fall Aug - Oct	Winter Nov - Feb	Spring Mar - May	Summer June - July	Fall Aug - Oct	Winter Nov - Feb	Spring Mar - May	Summer June - July	Fall Aug - Oct	Winter Nov - Feb	Spring Mar - May	Summer June - July	Fall Aug - Oct	Winter Nov - Dec
Strategy 1: Carry out and evaluate a systematic plan for recruitment and retention for all staff.																					
Action 1: Foster strategies to further diversify workforce.																					
Action 2: Standardize exit interview process for all departing and transferring employees to identify best practice, thematic turnover and/or department and building concerns.																					
Action 3: Maintain a certified employee retention rate of 92%.																					
Action 4: Maintain a classified employee retention rate of 88%.																					
Strategy 2: Oversee and build upon the professional development system for classified staff																					
Action 1: Continue to develop classified department-specific staff development plans that identify skills and objectives needed for employees to further personal and corporation successes.																					
Action 2: Utilize technology systems for tracking classified employee professional development milestones for purposes of recognition and/or compensation incentives.																					
Action 3: Provide and promote opportunities for internal career tracks.																					
Strategy 3: Apply and expand the system for validation, satisfaction and celebration of all faculty and staff.																					
Action 1: Continue to participate in annual employee recognition programs, such as teacher-of-the year, employee-of-the year, and department/professionals weeks and days as a way to highlight and celebrate the K-12 industry and school corporation employees.																					
Action 2: Establish and/or promote weekly, monthly, and/or per semester stakeholder-nominated recognition programs within each building and/or department in an effort to promote, with intention, community and healthy workplace relationships.																					
Action 3: Improve and digitize onboarding and offboarding classified staff procedures.																					
Action 4: Continue to solicit and analyze staff satisfaction feedback.																					
Strategy 4: Evaluate and create insurance, benefit and total compensation packages to retain quality employees.																					
Action 1: Continue quarterly insurance committee meetings to evaluate trends, issues, creative cost containment solutions, and performance of school corporation-sponsored insurance plans.																					
Action 2: Compare insurance benefit offerings to those of comparable school corporations to maintain status as a destination employer from a total compensation standpoint.																					
Action 3: Evaluate employee compensation rates, ranges, and stipend opportunities to ensure school corporation is competitive from both market and industry standards.																					
Strategy 5: Formalize processes to create succession planning documents for new personnel coming into the school corporation.																					
Action 1: Review research-based, best practice from comparable school corporations.																					
Action 2: Identify succession planning process for district-wide application including standardization of format and retention/storage procedure.																					
Action 3: Designation of groups or individuals to write, edit, and store documents.																					
Action 4: Development of onboarding process with documents embedded into practice.																					
Strategy 6: Develop, implement, and monitor systemic communication strategies for both one-way and two-way communication (district and school)																					
Action 1: Continue to review populations for targeted communication opportunities.																					
Action 2: Review data on current systems for communication (DuneNews, Chesterton Tribune, social media, weekly school newsletters, website, etc.).																					
Action 3: Review and implement strategies aligned to IDOE Family Friendly Schools Rubric.																					
Action 4: Provide professional development to appropriate staff on utilization of identified platforms.																					
Action 5: Inform families of proper utilization of communication platforms.																					
Action 6: Generate quarterly reports on communication plan effectiveness.																					
Action 7: Provide opportunities for family involvement in school and corporation activities (strategic planning, school improvement, curriculum adoption, PTO, parent ambassadors, booster club organizations, volunteer opportunities).																					