

Strategic Plan | Specific Result Report

Goal 5 Action Plan Year 3 Priorities – 2019-2020

Goal 5:

Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Specific Result:

5.3 Create a framework that District leaders can utilize to increase teacher/staff recognition.

Summary Report:

Based on analyses of staff feedback provided through the District's annual workplace culture survey, it was determined that a centralized location was needed to collect data and details on staff accolades that could be utilized to increase the level at which employees are recognized for their contributions to Katy ISD's mission. This was achieved through the development of an awards and recognitions database designed for campus and department reporting of staff accomplishments. The database will be utilized by campus principals and site administrators to provide information about staff recognitions that can then be shared on a districtwide level through communications channels and events facilitated by the Communications Department and the Internal & Community Relations Department. Also, an "Appreciation Ideas Clearinghouse" was established as an online platform for school and central office leaders to share recognition ideas that could be implemented at the campus or department level.

These databases will be launched districtwide during the Fall 2020 semester, along with training and FAQs that will address expectations for content and communication regarding recognitions. The training documents and database pilot will be completed over the summer of the 2020-21 school year.

Finally, existing staff awards program were also examined to establish equity across employee recognitions. The Employee of the Year program, which previously recognized primarily teachers, principals, and nurses "of the year" was expanded to include over 17 recognition categories (as listed below).

Employee of the Year Recognition Categories:

Campus Teachers of the Year

Rookie Teachers of the Year

Districtwide Elementary & Secondary Campus Teachers of the Year

Districtwide Elementary & Secondary Rookie Teachers of the Year

Districtwide Library Media Specialists of the Year

Districtwide Elementary & Secondary Licensed Specialist in School Psychology Employee of the Year

Districtwide Maintenance & Operations Employee of the Year

Districtwide Nutrition & Food Services Employee of the Year

Districtwide Transportation Employee of the Year

Districtwide Substitute of the Year

Districtwide Nurse of the Year

Districtwide Instructional Paraprofessional Employees of the Year: Elementary & Secondary

Districtwide Support Paraprofessional Employees of the Year: Administrative, Elementary & Secondary

Districtwide School Counselor - Elementary, Junior High and High School

Districtwide Assistant Principals of the Year

Districtwide Principals of the Year: Elementary & Secondary

Districtwide Law Enforcement Employees of the Year: Supervisor, Officer, Patrol Officer,

Telecommunicator, Support Services