Legend:	Plan/Develop	2024	Implement/Monitor	202	Complete			20	oc.			20	27				2028		
Strategy 1: Carry Action 1: Standardize interview process for a departing and transfe employees to identify best practice, thematic tumover and/or	II rring	Summer y June - July	Fall Winter Nov - Feb ecruitment and rete	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
department and buildi concerns.  Action 2: Maintain a certified employee retention rate of 92%.  Action 3: Maintain a classified employee retention rate of 88%.	19																		
Strategy 2: Overs Action 1: Continue to develop classified department-specific st development plans thi identify skills and objectives needed for employees to further	at	ofessional devel	opment system for	classified staf	ff														
personal and corporat successes.  Action 2: Utilize technology systems for tracking classified employee professiona development mileston for purposes of recognition and/or	r																		
Action 3: Provide and promote opportunities internal career tracks.																			
Strategy 3: Apply Action 1: Continue to participate in annual employee recognition programs, such as	and expand the system	for validation, sa	atisfaction and cele	bration of all fa	culty and s	staff.													
teacher-of-the year, employee-of-the year, and department/professior weeks and days as a to highlight and celebi the K-12 industry and school corporation employees.	als way rate																		
Action 2: Establish an promote weekly, mont and/or per semester stakeholder-nominater recognition programs within each building and/or department in . effort to promote, with intention, community a healthy workplace relationships.	d an																		
Action 3: Improve and digitize onboarding an offboarding classified staff procedures.  Action 4: Continue to solicit and analyze sta satisfaction feedback.	d ff																		
Strategy 4: Evalual Action 1: Continue quarterly insurance committee meetings to evaluate trends, issue creative cost containm solutions, and performance of schoo corporation-sponsored insurance plans.	s, ent	e, benefit and tota	al compensation pa	ckages to reta	in quality e	employees.													
Action 2: Compare insurance benefit offerings to those of comparable school corporations to mainta status as a destination employer from a total compensation standpo																			
Action 3: Evaluate employee compensati rates, ranges, and stipend opportunities ensure school corpora is competitive from bol market and industry standards.	o																		
Strategy 5: Forma Action 1: Review reserbased, best practice ficomparable school corporations.		e succession pla	nning documents f	or new personr	nel coming	into the sch	nool corpora	tion.											
Action 2: Identify succession planning process for district-wid application including standardization of for and retention/storage procedure.	nat																		
Action 3: Designation groups or individuals t write, edit, and store documents.  Action 4: Developmen onboarding process w documents embedded into practice.	t of eith																		
Action 1: Continue to review populations for targeted communication		itor systemic con	mmunication strate	gies for both o	ne-way and	d two-way c	ommunicati	on (district	and school	)									
opportunities.  Action 2: Review data current systems for communication (DuneNews, social me weekly school newsletters, website, etc.).																			
Action 3: Review and implement strategies aligned to IDOE Famil Friendly Schools Rubr	y c.																		
Action 4: Provide professional developm to appropriate staff on utilization of identified platforms.  Action 5: Inform familia of proper utilization of pr	258																		
Action 6: Generate quarterly reports on communication plan effectiveness.	IIIS.																		
Action 7: Provide opportunities for family involvement in school corporation activities (strategic planning, school improvement, curriculum adoption, P parent ambassadors, booster club	and																		
organizations, volunte opportunities).	er																		6.2025