

SCORECARD

EE Survey Results with Conditional Format

Strategic Alignment	Action Steps We will...so that...	Monitoring (Fixed) Professional Practices	Measures ...as measured by...	Timeline	Baseline Data (beginning of timeline)	GOAL (end of timeline)	BEG/OCT	MID/FEB	END/MAY
<p><b>Equity: Disrupting Inequity</b></p>	<p><a href="#">Research studies</a> have shown student outcome disparities between racial groups improves or disappear when staff demographics match student demographics. We will actively support our Employees of Color through supporting the facilitation of Affinity groups in collaboration with the Department of Systemic Equity and Inclusion to support retention of our Employees of Color as we continue to move towards our staff demographics matching our student demographics in each employee group so that outcome disparities in academics disappear.</p>	<p>Human Resources will actively collaborate with the Department of Systemic Equity and Inclusion to provide Affinity spaces for traditionally marginalized populations within our employee groups.  Provide multiple ways to gain feedback regarding the experiences of our employees of color using stay interviews, exit interviews, and staff engagement surveys. Human Resources will provide direct feedback opportunities to our employees of color outside of our general processes of exit interviews, stay interviews, and staff engagement surveys. -Exit Interview links and invitation directly sent to employees of color outside of Frontline Central -Employee Engagement survey invitations being sent directly to employees of color</p>	<p>Employee Engagement Survey item, "All things considered, this District is a good place to work."</p>	<p>Spring to Spring</p>	<p>In the spring of 2024, 71.9% of district Staff of Color answered they agree or strongly agree to the statement "All things considered, the district is a good place to work."</p>	<p>In the spring of 2025, 80% of district Employees of Color will agree or strongly agree to the statement "All things considered, the district is a good place to work." provided in the annual Employee Engagement Survey.</p>			<p>90%</p>
	<p>We will collaboratively implement site-level onboarding strategies as defined by Human Resources so that new employees feel supported, connected, confident, and clear in their roles evidenced by employees indicating that they felt valued and cared for through the onboarding process. (RETENTION AND EMPLOYEE ENGAGEMENT)</p>	<p>SP Kickstart &amp; SP Academy Planning Documents  Mentor Program CAL (Collaborative Assessment Log) &amp; Building Buddy Log  Frontline Central "New Employee Orientation" forms  <a href="#">Onboarding Playbook</a></p>	<p>OE 4.6 Measure 2: 100% of all new employees participate in department and/or job-specific onboarding processes.  New Employee Survey Item:  The percent of employees indicating that they felt valued and cared for through the onboarding process will be at 80% or higher.  Retention Rate of New Employees (in first year of employment)</p>	<p>Spring to Spring</p>		<p>100% of all new employees participate in department and/or job-specific onboarding processes.</p>			
					<p>80% of employees felt valued and cared for after 6 months of employment.</p>	<p>In the spring of 2025, 85% of new employees will agree or strongly agree to the statement "I felt valued and cared for through the onboarding process."</p>		<p>86.2 %</p>	<p>88 %</p>
					<p>Retention rate of New Employees in their first year in 2023-2024 was 90%</p>	<p>90% or higher retention rate of New Employees.</p>			<p>92%</p>

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	<p>We will collaboratively implement recognition and feedback structures as defined by Human Resources that include elements of care, behavior, impact, and curiosity so that employees feel they can utilize the feedback they receive from colleagues and supervisors improve their ability to successfully fulfill their role. <b>(RETENTION AND EMPLOYEE ENGAGEMENT)</b></p>	<p>Feedback Inventory Feedback Professional Development Planning Documents <a href="#">Feedback/Recognition Playbook</a></p>	<p>Employee Engagement Survey Item:  The percent of employees who answer "agree" or "strongly agree" with the Employee Engagement survey question "Over the past week, I've been acknowledged or recognized for my efforts, behaviors, and performance."  Retention Rate of Employees Disaggregated by Employee Group and Employees of Color</p>	<p>Spring to Spring</p>	<p>The percent of employees who answer "agree" or "strongly agree" with the 2023-2024 Employee Engagement survey question "Over the past week, I've been acknowledged or recognized for my efforts, behaviors, and performance." was 59.6%</p> <p>2023-2024 Retention Rates: 90% Overall Retention Rate 90% Professional Educators 92% Administrators 96% Admin Support 88% Support Staff 90% Staff of Color</p>	<p>In the spring of 2025, the percent of employees who answer "agree" or "strongly agree" with the Employee Engagement survey question "Over the past week, I've been acknowledged or recognized for my efforts, behaviors, and performance." will be 70%</p> <p>90% or higher retention rate of all employees and increase all subgroups to at least 90% retention</p>		<p>EE Pulse Survey: 77.8%</p>	<p>80% (100% in HR dept.)</p> <p>92% Overall Retention Rate 93% Professional Educators 90% Administrators 96% Admin Support <b>90% Support Staff</b> 95% Staff of Color</p>
<p><b>Exceptional Staff</b></p>	<p>We will successfully implement a Culture of Care through increasing engagement of employees in independent and collaborative wellness activities focused on all aspects of health (personal, behavioral, and financial health) and increase utilization of the Employee Wellness Clinic through active communication strategies, (i.e. Wellness Committee, district newsletter, wellness newsletter, district website, community partnerships) then there so that employees feel cared for and utilize the Employee Wellness Clinic to support their overall wellness.  <b>(WELLNESS)</b></p>	<p>Monthly Clinic Utilization Reports Wellness Committee Agendas Calendar of Wellness Activities</p>	<p>Utilization rate of Wellness Clinic  Employee Engagement Survey Items: The percent of employees who answer "agree" or "strongly agree" with the Employee Engagement survey question, "My colleagues, direct supervisors, and school district as a whole prioritize my health and well-being."</p>	<p>Spring to Spring</p>	<p>The 2023-2024 Utilization Rate of Employee Wellness Clinic was 61%</p> <p>The percent of employees who answer "agree" or "strongly agree" with the 2023-2024 Employee Engagement survey question "My colleagues, direct supervisors, and school district as a whole prioritize my health and well-being." was 74.7%.</p>	<p>In the 2024-2025 school year, the Utilization Rate of the Employee Wellness Clinic increase to 64%</p> <p>In the spring of 2025, 80% percent of employees will answer "agree" or "strongly agree" with the Employee Engagement survey question "My colleagues, direct supervisors, and school district as a whole prioritize my health and well-being."</p> <p>90% or higher retention rate of all employees and increase all subgroups to at least 90% retention</p>		<p>Utilization: 68%</p> <p>EE Pulse Survey: 86.2%</p> <p>Retention: 95.3%</p>	<p>Clinic Utilization: 69%</p> <p>EE Survey: 84%</p> <p>Retention: 92%</p>

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	We will successfully implement and refine the Stay Interview Process so that employee's feel their voices are being heard and feedback from Stay interviews are being utilized to support and care for our employees. <b>(Employee Engagement)</b>	Stay Interview Process Planning Documents  Stay Interview Process Completion Form	Completion of Stay Interviews  Employee Engagement Survey Items:  The percent of employees who answer "agree" or "strongly agree" with the Employee Engagement survey question, "I feel that my opinion is valued and taken into consideration in the workplace."	Spring to Spring	71.1% percent of employees who answer "agree" or "strongly agree" with the Employee Engagement survey question, "I feel that my opinion is valued and taken into consideration in the workplace."	In the spring of 2025, 80% percent of employees will answer "agree" or "strongly agree" with the Employee Engagement survey question "I feel that my opinion is valued and taken into consideration in the workplace."		EE Pulse Survey: 84.7%	80%
	We will successfully implementing a Culture of Care through engaging collaboration within and across the employee groups providing a workgroup space for diverse representatives from each employee group to provide feedback concerning compensation, benefits, workplace issues, and handbook refinements/updates so that our employees feel communicated with and cared for.  <b>(EMPLOYEE ENGAGEMENT)</b>	Employee Engagement Workgroup Agendas	Employee Engagement Survey Items:  The percent of employees who answer "agree" or "strongly agree" with the Employee Engagement survey question, "I feel that my opinion is valued and taken into consideration in the workplace."	Spring to Spring	71.1% percent of employees who answer "agree" or "strongly agree" with the Employee Engagement survey question, "I feel that my opinion is valued and taken into consideration in the workplace."	In the spring of 2025, 80% percent of employees will answer "agree" or "strongly agree" with the Employee Engagement survey question "I feel that my opinion is valued and taken into consideration in the workplace."		EE Pulse Survey: 84.7%	80%
	We will successfully implement strategies focused on providing a staff demographically matching our student demographics through actively participating in specific job fairs at HBCUs and colleges/universities we recognize as having a high percentage of education candidates of color so that our applicant pools demographically match our students leading to staff demographics matching student demographics.  <b>(RECRUITING)</b>	Documentation of targeted and attended Job Fairs  Recruitment Materials from Job Fairs	Frontline Recruiting and Hiring EEOC Reporting	Spring to Spring	In the 2023-2024 school year, 22.8% of Administrator applicants self-identified as an applicant of color	In the 2024-2025 school year, 25% of Administrator applicants self-identified as an applicant of color			22.3% of Administrator applicants self-identified as applicants of color
<b>Communications and Community Engagement</b>	Departments will select a scorecard initiative and utilize a community participation-based <a href="#">practice profile</a> so that our community is engaged.	Rounding (Fall and Spring) to review department specific practice profile.	Practice Profile demonstrating usage of a participation model	Fall to Spring					30.2% of applicants of Professional Educators self identified as an applicant of color.

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<b>Operational Excellence</b>	We will complete a the action plan associated with a potential Fall 2024 operating referendum and/or budget reductions <b>so that the district's budget is balanced and School Board expectations are met.</b>	Leadership Collaborative Whole Group Planning Documents  Ongoing Budget Projection Models  Referendum Communication Plan  Budget Reduction Engagement Plan	Completed budget reduction and/or referendum action plan	Fall to Spring	\$6,000,000+ projected deficit for 25-26 budget. Referendum planning and budget awareness work has started.	Balanced budget for 2025-26	Informational presentation has been developed. Eight staff presentations were given. Three civic groups presentations, plus 5 community open houses and virtual drop-ins	All action steps were completed resulting in a successful referendum pass rate of 57% to 43%.	
	We will implement the staffing management module at the school site level of Frontline Human Resources Management System (HRMS) so that there is a more efficient and effective real time process supporting our staffing management in collaboration with building administrators.	Project Task Tracker Completion of Implementation	Principals utilization of HRMS in the staffing process	Aug-February		Principals are utilizing HRMS as their main staffig data gathering instead of the current spreadsheet format of tracking staffing at specific school sites.			