

# Resource Management

The Resource Management section of our strategic priorities encompasses a comprehensive framework aimed at ensuring operational excellence and fostering a supportive environment for our entire educational community. This section outlines priorities for recruiting and retaining highly qualified staff through competitive compensation and professional development initiatives, while also maintaining strict adherence to relevant state and federal regulations. It emphasizes the importance of employee well-being and accountability through transparent performance evaluations and supportive programs, such as wellness and mental health initiatives. Additionally, this plan addresses key operational domains including financial oversight, facilities maintenance, technology integration, food services, transportation, and community partnerships, thereby ensuring that our resources are effectively aligned with the district's long-term goals and the evolving needs of our school community.

# **Recruitment and Retention**

**Attract and retain highly qualified teachers, administrators, and support staff.**

**Implement competitive compensation and benefits packages.**

# Professional Development



Provide ongoing training and development opportunities for staff.

Focus on instructional strategies, technology integration, and leadership skills.

# **Compliance and Policy Management**

**Ensure adherence to state and federal education laws, labor regulations, and district policies.**

**Update and enforce policies related to employment, safety, and conduct.**

# Performance Evaluation and Accountability

Implement fair and transparent evaluation processes for all employees.

Use evaluations to identify areas for improvement and recognize outstanding performance.



# Employee Well-being and Support



## **Wellness Programs**

Promote a positive work environment through wellness programs (i.e. Ranger Wellness)

Address staff concerns efficiently.



## **Mental Health Support**

Provide mental health support (i.e. Employee Assistance Program)



## **Work-Life Balance**

Work-life balance initiatives (i.e. training in The 7 Habits of Highly Effective People)

# Technology



- Ensure robust technological tools and platforms are available to support teaching, learning and administrative operations.
- Continuously evaluate and invest in new technologies to remain current with educational best practices.

# Food Services

## **USDA Programs**

Participate in the USDA National School Lunch Program and USDA School Breakfast Program.

Adhere to USDA menuing and nutrition guidelines.

## **Community Eligibility Provision**

2024-25 marks the first year of participation in the Community Eligibility Provision (CEP), providing all students with a free breakfast and lunch daily.

For more details and current menus, visit [Hamilton Local Schools Lunch Page](#).

# Transportation



**23**

**School Buses**

Plus four vans in our fleet

**1,850**

**Students**

Transported daily from  
Preschool to High School

**100s**

**Extra Trips**

For educational and  
extracurricular activities  
annually

# Maintenance and Financial Oversight

## Maintenance

- Commit to maintaining clean, safe, and secure buildings and campuses.
- Uphold high standards expected by the district and community.
- Conduct preventative maintenance and scheduled upgrades using Permanent Improvement funds.

## Financial Oversight

- Allocate and manage Permanent Improvement funds to support scheduled upgrades and preventative maintenance, ensuring expenditures align with budgetary constraints.
- Conduct regular financial audits of facility maintenance spending to uphold fiscal responsibility and transparency. **5-year forecast**

## Community Partnerships

Establish and nurture strategic alliances with local organizations, businesses, and government agencies (e.g., Obetz, Google) to support and enhance district initiatives.

Leverage these partnerships to secure additional resources, sponsorships, and funding opportunities that align with the district's goals.

Collaborate on community-based projects and programs that enrich the educational environment and foster broader community engagement.

Utilize partner expertise and local networks to identify innovative solutions and opportunities for district improvement.

Explore funding opportunities and sponsorships through strategic partnerships with organizations such as Obetz and Google to potentially support maintenance and capital improvement projects.