

**KEY PILLAR 4: LEADERSHIP AND GOVERNANCE****PRIORITY AREA 4.1 Attract and Retain Quality Staff**

Goal 4.1.A. District will enhance its culture as evidenced by 85% retention rate and a District average of 4/5 on the staff culture survey.

Strategy/Action	Champion (person(s) responsible	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
4.1.A.a. Implement a District and Building culture committee to positively impact climate and culture.	Executive Director of Human Resources Building Leader	Building/Department Staff culture survey data, Quarterly committee meetings	Building/ Department staff culture survey, Fundraiser monies at the building level	Fall 2026	ongoing
4.1.A.b. Enhance community engagement through the development of a community involvement plan for the elementary and secondary levels.	Administrators and Directors	Apprenticeships, Business fairs, Externships	Time, willing business partners	Fall 2026	ongoing
4.1.A.c. Improve internal and external communication by following up and by closing the communication loop.	Administrators and Directors	Surveys, Ozark LEADS Report	Survey and rounding results	Fall 2025	ongoing



Goal 4.1.B. Attract and retain highly qualified staff by offering a competitive compensation and benefit package that is aligned to similar, top tiered, districts in the area.

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
4.1.B.a. Strive to position our salary schedule within the top three most competitive in the region through ongoing analysis and improvement.	Superintendent Executive Director of Business Services Executive Director of Human Resources	Salary schedule placement among Districts in the region	District Salary Budget	Fall 2025	Fall 2030
4.1.B.b. Conduct a compensation and benefit analysis utilizing comparison districts of similar size, and within our region.	Executive Director of Business Services Executive Director of Human Resources	Benefit package analysis document	N/A Access to regional district's benefits package information	Fall 2025	Ongoing
4.1.B.c. Collaborate with the communications department to coordinate with local businesses to establish relationships to increase employee access to local wellness discounts and promotions.	Executive Director of Human Resources Benefits Specialist Communications Department	Annual review of local discounts / partnerships	N/A Community Resources	Spring 2026	Ongoing



Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
4.1.B.d. Annually evaluate the feasibility of maternity and paternity leave options including childcare for staff.	Superintendent Executive Director of Business Services Executive Director of Human Resources	Annual review of policy and budget	N/A	Fall 2025	Fall 2030
4.1.B.e. Enhance/Establish mentorship programs for all departments.	District Administration Building Administration	Mentor manuals for all departments	Time, mentorship training, mentorship manual, Instructional Coaches	Fall 2026	Fall 2030



Goal 4.1.C. Attract and retain a talented, highly qualified workforce, both certified and classified.

Strategy/Action	Champion (person(s) responsible	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
4.1.C.a. Develop a communication and advertising plan for recruiting of employees.	Executive Director of Human Resources Communications Director Building Administration	Advertising plan document	District Budget District Communications Budget	Fall 2025	Ongoing
4.1.C.b. Attend and host local hiring fairs.	Executive Director of Human Resources Human Resource Specialist Benefit Specialist	Hiring study to track where new hires come from	District Budget Human Resources Budget	Fall 2025	Ongoing
4.1.C.c. Develop an onboarding plan to include a 90 day check in with new hires.	Executive Director of Human Resources District Administration Building Administration	Ozark LEADs for new hires	90 days LEADs Survey	Fall 2025	Fall 2026
4.1.C.d. Conduct exit interviews in conjunction with Ozark LEADs interviews.	Executive Director of Human Resources	Exit interview responses and themes analysis	Exit Interview questions	Fall 2025	Ongoing