Our Promise

Every student in Eudora Schools is known by **name**, **strength**, and **need**, and graduates prepared for the future they choose.

Eudora Schools

HUMAN RESOURCES

STRATEGIC PLAN

2025-2030

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A five-year human resource plan designed to maximize employee retention, foster leadership development, enhance communication, and promote workplace civility, thereby improving organizational culture and performance.

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Our guiding principles are fundamental truths that provide direction and shape decision-making, actions, and behaviors in various contexts.

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Every staff member in Eudora Schools is known by name, valued for their strengths, supported in their needs, and empowered to lead from where they are—so that together, we can fulfill *Our Promise*.

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Three focal points serve as the vision and mission of our strategic plan.

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Eudora Schools is committed to upholding a culture of civility, investing in employee leadership development, and fostering workplace stability so that each employee can strive to fulfill *Our Promise*.

Our Human Resource Strategic Plan

Our five-year plan is designed to promote workplace civility, develop leadership capacity, enhance communication, and improve workplace stability—ultimately strengthening our organizational culture and performance.

Employee surveys, exit interviews, onboarding practices, and research from the field were evaluated as part of this process. All data points were analyzed and prioritized to pinpoint growth and identify collective focus areas for Eudora Schools over the next five years.

Our commitment begins with upholding a culture of civility, investing in employee leadership development, and fostering a stable and supportive workplace environment—all in service of our shared promise: that **every student** is known by **name**, **strength**, and **need**, and graduates prepared for the future they choose.

Eudora School Board of Education

Our Guiding Principles

ROLE OF THE BOARD

- Our primary responsibility is representing the community voice to provide quality education for our district's kids.

OUR FOCUS

- Implement 2025-2030 District Strategic Plan and Human Resource Strategic Plan.

WHAT WE DO

- Set District Vision
- Hires Superintendent
- Evaluates Superintendent
- Manage Finances
- Strategic Planning
- Set Policies
- Negotiate Agreements

HOW WE ACT

- Respectful
- Informed
- Responsible
- Listen

HOW WE SUCCEED

- Vision: High Expectations
- Shared Beliefs
- Accountability
- Collaboration
- Data
- Resources
- Professional Development
- Teamwork

WHO DOES WHAT

- Negotiations: Eric Votaw and Mark Chrislip
- Curriculum (CCC): Heather Whalen
- Foundation (ESF): Kelly Woods
- Interlocal: Claire Harding and Zach Brooks
- Planning Commission: Joe Hurla

Our Values

Maintain community values while embracing growth, innovation, and diversity.

Develop and implement an adaptive and transparent communication process that meets the needs of a variety of stakeholders.

Improve student success through expanding opportunities for students both academically and through activities.

Attract and retain high-quality staff through strong relationships and building trust.

Aligning fiscal actions to meet current and future needs.

Act with self-awareness and constantly reflect on actions taken to ensure alignment to the needs of students.

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#EudoraProud

Our Commitment

Our Commitment

Every staff member in Eudora Schools is known by **name**, valued for their **strengths**, supported in their **needs**, and **empowered** to lead from where they are—so that together, we can fulfill *Our Promise*.

#EudoraProud

Our Team Focus

WORKPLACE CIVILITY

We will embody a welcoming school community where civility is the cornerstone of every interaction.

LEADERSHIP DEVELOPMENT

We will support employee development to help team members reach their full potential as they strive to fulfill "Our Promise".

WORKPLACE STABILITY

We will create a secure, supportive environment where employee contributions are valued.

Eudora Schools is committed to upholding a culture of civility, investing in employee leadership development, and fostering workplace stability so that each employee can strive to fulfill ***Our Promise*** **to know every student** is known by **name**, **strength**, and **need,** and graduates prepared for the future they choose.

Our Connected Focus







Our Promise

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Our Goals



WORKPLACE CIVILITY

We will embody a welcoming school community where civility is the cornerstone of every interaction.

Initiatives

- Strengthen civility in action in all areas to embody a welcoming school community.
- Create opportunities for collaboration and connection across departments and buildings.
- Strengthen communication and trust.
- Build conflict resolution capacity.
- Create opportunities for peer recognition.
- Reduce silos and ensure consistent messaging across roles and buildings.

Action items

- Strengthen civility in all school environments by intentionally teaching, modeling, and recognizing respectful interactions that reflect a welcoming school community.
- Offer professional development to build skills in respectful conversation, listening, feedback, and civil discourse in everyday interactions.
- Share transparent rationales behind significant decisions, particularly those that impact staff roles or responsibilities.
- Launch peer recognition systems.
- Develop a conflict coaching guide for peer-to-peer issues.
- Develop anonymous suggestion boxes and/or digital forms — with optional name tagging—for individuals to share concerns, suggestions, or ideas, enabling respectful follow-up and continuous improvement.

Metrics

- Track the percentage of staff participating in cross-team events.
- Count the number of peer nominations for staff recognition awards.
- Measure pre- and post-training confidence in handling disagreement respectfully.
- Monitor participation in civility training and analyze post-professional development feedback scores.
- Evaluate survey responses to “I feel informed and included in decisions that impact my work.”
- Assess the consistency of information reported in feedback forms.
- Analyze staff satisfaction with transparency across leadership teams.
- Review survey responses on staff perception of being “heard and valued.”
- Analyze the quarterly count of staff suggestions acknowledged, with outcomes communicated.

Our Goals



We will support employee development to help team members reach their full potential as they strive to fulfill "Our Promise".

Initiatives

- Model and reinforce a culture where every individual takes initiative, shares responsibility, and leads from their role.
- Create visibility and accessibility in leadership opportunities, establishing clear leadership pathways.
- Provide support and increase opportunities for leadership skill-building.
- Support a collaborative culture, recognizing and valuing all voices.
- Broaden the mentoring model to include staff from a variety of roles, promoting district-wide collaboration and collective growth.

Action items

- Establish regular feedback loops.
- Create transparent role selection protocols.
- Establish Leadership Professional Development Series.
- Regularly share actions taken in response to staff feedback to promote transparency and trust.
- Conduct regular check-ins to assess comfort level in providing honest feedback.

Metrics

- Utilize reflection tools—such as goal-setting prompts and end-of-year self-assessments—to measure how staff lead from their roles and take initiative.
- Measure participation rates in feedback sessions.
- Track the percentage of feedback items addressed in follow-ups.
- Analyze staff survey results on the transparency of the role assignment selection process.
- Count the number of attendees in the leadership professional development series.
- Compare pre- and post-workshop self-assessment scores.
- Monitor the number of updates in the two-way communication system.
- Evaluate staff survey results on feeling valued and heard.

A leader is someone who takes responsibility for recognizing and developing the potential in people—including themselves—and in systems, in order to move toward a shared goal.

Our Goals



WORKPLACE STABILITY

We will create a secure, supportive environment where employee contributions are valued.

Initiatives

- Nurture a culture where every staff member feels valued, supported, and empowered.
- Enhance communication and feedback mechanisms.
- Aim to offer competitive compensation and benefits.
- Promote staff retention and career development.
- Strengthen leadership engagement and visibility.
- Strengthen recruitment efforts by collaborating with educational institutions to create a talent pipeline that meets future needs.

Action Items

- Offer training that prepares staff to work skillfully with individuals from a wide range of backgrounds and experiences.
- Schedule regular feedback sessions to encourage dialogue.
- Implement anonymous suggestion boxes and/or digital platforms for continuous input.
- Provide timely follow-up on feedback received, outlining actions taken.
- Conduct annual salary benchmarking against neighboring districts.
- Review and adjust benefits packages to meet staff needs.
- Explore opportunities for performance-based incentives.
- Develop clear career progression pathways within the district.
- Offer professional development opportunities to support continuous professional growth.
- Recognize and celebrate staff achievements and milestones.

Metrics

- Assess staff-reported perceptions of value, support, and empowerment based on survey data.
- Track the frequency and attendance of staff meetings and dialogue sessions held each semester.
- Measure staff satisfaction scores related to communication effectiveness.
- Conduct comparative salary analysis reports annually.
- Report and analyze staff retention rates on an annual basis.
- Evaluate employee satisfaction related to compensation and benefits.
- Monitor the number of internal promotions and role advancements annually.
- Measure participation rates in professional development opportunities.
- Analyze staff turnover rates and identify reasons for departure.
- Gather staff feedback on leadership accessibility and support.

Living Our Promise:
Through acts of civility, leadership development, and workplace stability

Every student in Eudora Schools is known by **name**, **strength**, and **need** and graduates prepared for the future they choose.



WORKPLACE CIVILITY

We will embody a welcoming school community where civility is the cornerstone of every interaction and employees are **empowered** to **engage**, **lead**, and **thrive.**



LEADERSHIP DEVELOPMENT

We will support employee development to help team members reach their full potential as they strive to fulfill *Our Promise:* to know **every student** by **name**, **strength**, and **need**, and graduates are prepared for the future they choose.



WORKPLACE STABILITY

We will create a secure, supportive environment where employee contributions are valued, offering career growth, prioritizing well-being, and fostering trust to ensure our team has confidence to excel every day.

Our Commitment

Every staff member in Eudora Schools is known by **name**, valued for their **strengths**, supported in their **needs**, and **empowered to lead** from where they are —so that together, we can fulfill ***Our Promise.***

Our Commitment to Living *Our Promise*

Our Human Resources Strategic Plan Annual Review helps us monitor our progress toward our organizational goals. It highlights key performance measures aligned with the results we must achieve to realize our strategic priorities. Each measure is intentionally connected to one or more goals within the Human Resource Strategic Plan. At Eudora Schools, every staff member is known by name, valued for their strengths, supported in their needs, and empowered to lead from where they are—so that together, we can fulfill *Our Promise.*

These measures may be revised or recalibrated over time to reflect work completed, new opportunities, and innovative ways to track advancement toward our goals. While the data in the annual review represents a district-wide summary, district and school leaders continuously review the data to assess our work and make improvements.

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