



Human Resources Strategic Plan





TABLE OF CONTENTS

- 03** Our Core Values
- 04** Introduction
- 05** Executive Summary
- 06** Portrait of a Spartan
- 07** Objectives
- 08** Strategy 1
- 09** Strategy 2
- 10** Strategy 3
- 11** Strategy 4
- 12** Conclusion



Sycamore Community School District 427
1947 Bethany Road, Sycamore, IL 60178
(815) 899-8100

EMPOWERING ALL LEARNERS TO SUCCEED IN THEIR WORLD



Sycamore Community School District 427's mission statement, *Empowering All Learners to Succeed in Their World*, was the result of conversations with community members, staff and students during the district's first strategic design in 2001. All of these stakeholders were proud of our past and our promising future. In particular, students wanted their voices heard, which is why the word "their" is emphasized in the statement. The word "learners" appears in the statement because learning is the district's main focus.

OUR CORE VALUES

HONESTY

Honest people are truthful and sincere.

TRUSTWORTHINESS

Trustworthy people keep promises, fulfill commitments, and abide by agreements.

INTEGRITY

People with integrity adhere to ethical principles and soundness of character.

EQUALITY

Equitable people believe in inclusiveness and embrace diversity.

EMPATHY

Empathetic people strive to compassionately understand and share in the experiences of others.

RESPECT

Respectful people acknowledge, understand, and support the rights of others to express their beliefs.

CITIZENSHIP

Citizens are lifelong learners who contribute to the community (local/global) in active, positive, and creative ways, and encourage the participation of others.

DIGITAL CITIZENSHIP

Digital citizens embrace our core values regarding all technology uses. They reflect before engaging.

RESPONSIBILITY

Responsible people anticipate and accept the consequences of their actions.

COLLABORATION

Collaborative people create constructive relationships, and actively participate with others in sharing information and ideas toward a common goal.

INTRODUCTION

Sycamore Community School District 427 values its people as its most important asset. Our ability to provide an exceptional education to students depends on our ability to attract, develop, and retain high-quality staff. The Human Resources Department is committed to creating a positive, safe, and supportive work environment where employees feel valued, connected, and inspired to return each day.

This Human Resources Strategic Plan provides a framework to guide our work in recruitment, retention, staff development, and employee engagement. It is designed to be flexible, responsive, and reviewed annually by the Superintendent and the Assistant Superintendent for Human Resources and Educational Programs.



EXECUTIVE SUMMARY

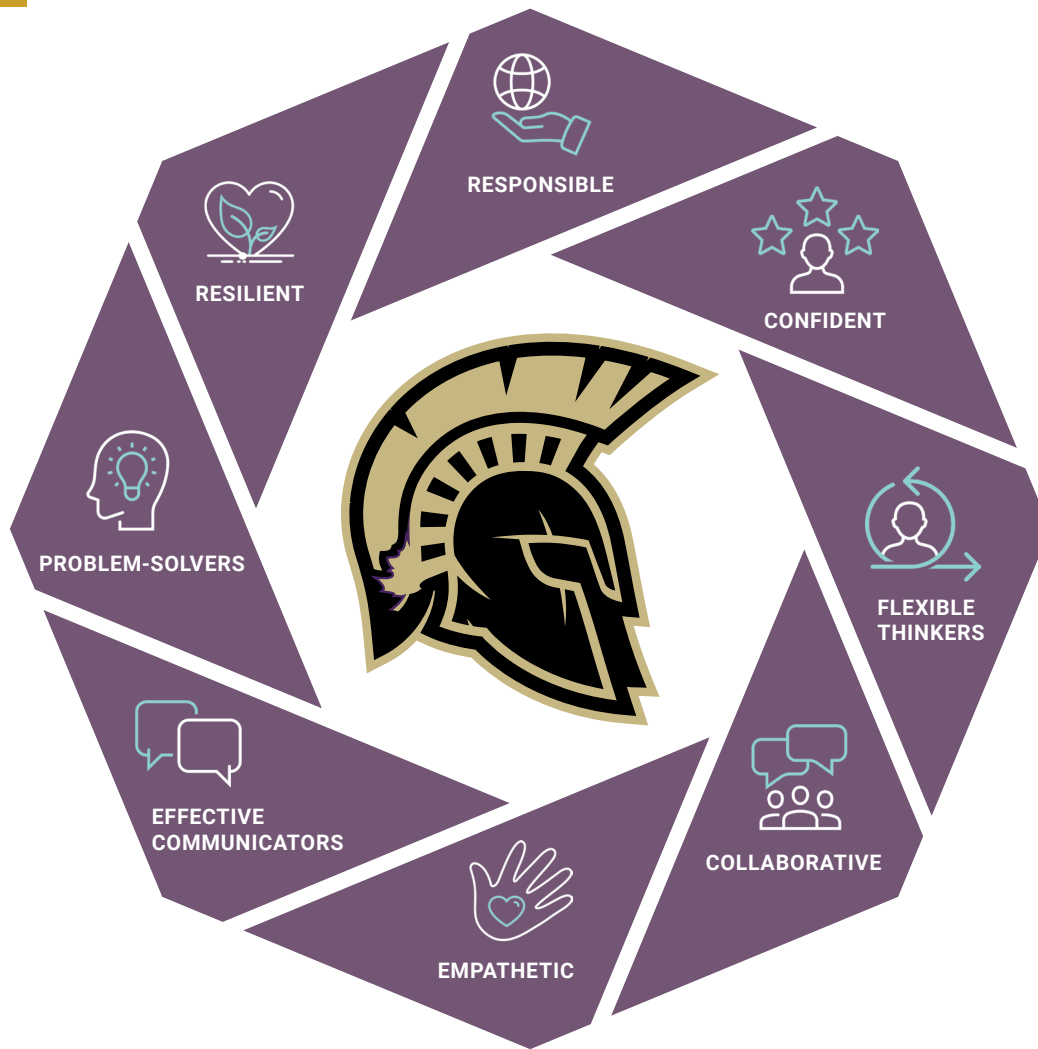


The Human Resources Department is dedicated to fostering a workplace culture that reflects the district's mission, vision, and core values. We seek to recruit, support, and retain staff who embody the characteristics outlined in the Portrait of a Spartan and who contribute to a thriving school community.

Our goals include:

1. Providing a positive, safe, and supportive atmosphere where people desire to work and return each day.
2. Ensuring the hiring process reflects our mission, vision, and values through development of a Profile of a Staff Member.
3. Maintaining compensation and benefits packages that support recruitment and retention.
4. Collaborating with Communications & Community Engagement Department to market Sycamore Community School District 427 as an employer of choice.
5. Exploring innovative practices that strengthen recruitment and retention efforts.

PORTRAIT OF A SPARTAN



- | | |
|---|---|
|  PROBLEM-SOLVERS
Evaluating information, utilizing available resources, identifying potential strategies and independently taking steps toward solving problems |  COLLABORATIVE
Utilizing communication and interpersonal skills to work with others and reach common goals while understanding that learning is a social process |
|  EFFECTIVE COMMUNICATORS
Communicating effectively through a variety of modes while understanding that good listening is essential |  CONFIDENT
Having confidence in the ability to communicate, learn, and build relationships, especially when faced with new or difficult challenges |
|  EMPATHETIC
Seeking to understand the experiences, perspectives, and needs of others and navigating relationships with generosity and patience |  RESILIENT
Overcoming obstacles and understanding that learning from mistakes is an essential part of the growth process |
|  FLEXIBLE THINKERS
Reflecting on previous learning to adjust to new conditions, unpredictable situations, and different roles to overcome challenges |  RESPONSIBLE
Exhibiting Sycamore's core values in decision making and interactions with others |



OBJECTIVES

By implementing this plan, the Human Resources Department will:

1. Attract highly qualified candidates who align with our mission and values.
2. Build and maintain a positive culture that emphasizes employee well-being and recognition.
3. Ensure compensation and benefits remain competitive and transparent.
4. Strengthen recruitment efforts through marketing and storytelling in partnership with the Communications & Community Engagement Department.
5. Support professional growth and development through mentoring, training, and career pathways.
6. Advance diversity, equity, and inclusion in hiring and staff development.
7. Foster a workplace culture that values varied experiences and perspectives through thoughtful hiring and ongoing staff development.

STRATEGY 1

REFINE AND ALIGN THE HIRING PROCESS

The Human Resources Department will continue refining the hiring process to align with the district's mission, vision, and core values.

Strategy 1 Actions:

1. Develop and implement the Profile of a Staff Member to guide recruitment and selection.
2. Align interview processes and evaluation tools with the Portrait of a Spartan.
3. Conduct compensation analysis (e.g. starting rates, comparisons to regional districts, third-party review).
4. Centralize Human Resources documents and streamline onboarding through Frontline Central.
5. Ensure that hiring practices are designed to attract, support, and retain a diverse workforce.

STRATEGY 2

EXPLORE INNOVATIVE PRACTICES TO RECRUIT AND RETAIN STAFF

The Human Resources Department will pilot and expand innovative approaches to strengthen recruitment and retention.

Strategy 2 Actions:

1. Offer wellness initiatives (Wellness Weeks/Days and staff appreciation events).
2. Explore opportunities to implement different types of surveys to improve staff climate and culture.
3. Grow the Mentor Program for new staff.
4. Develop an Educator Pathway and continue to explore “Grow Your Own” opportunities.
5. Explore new job posting platforms (LinkedIn and/or Indeed).
6. Explore recruitment opportunities by attending at least two job fairs each year.
7. Develop multi-year staffing and FTE projection reports to inform future planning.

STRATEGY 3

MARKET SYCAMORE AS AN EMPLOYER OF CHOICE

The Human Resources Department will partner with the Communications & Community Engagement Department to highlight the strengths of working in Sycamore Community School District 427.

Strategy 3 Actions:

1. Create recruitment materials, including a district recruitment video and “A Walk in Their Shoes” video series, which includes staff spotlights.
2. Expand the district’s presence on LinkedIn and other professional networks.
3. Highlight the unique strengths of Sycamore schools and community.
4. Publicize celebrations and staff recognition to promote culture and pride.

STRATEGY 4

SUPPORT PROFESSIONAL GROWTH AND EMPLOYEE ENGAGEMENT

The Human Resources Department will provide intentional support for professional development and staff recognition.

Strategy 4 Actions:

1. Assist in developing intentional professional development for various staff groups.
2. Review evaluation tools for non-union staff and administrators to ensure relevance and consistency.
3. Celebrate staff through a Staff Recognition Reception and ongoing recognition programs.
4. Provide opportunities for career advancement and leadership development.
5. Strengthen collaboration with building leadership teams to align HR practices with district goals.

CONCLUSION

Sycamore Community School District 427 is committed to fostering an environment where employees feel valued, supported, and inspired to contribute their best work. By implementing this Human Resources Strategic Plan, we will enhance our ability to attract and retain talented staff, celebrate the strengths of our people, and continue advancing our mission of empowering all learners to succeed in their world.

