

Strategic Plan | Specific Result Report

Goal 6 Action Plan Year 2 Priorities – 2025-2026

Call to Action:

Katy ISD learners, through active engagement, achieve individual success while making positive contributions in an ever-changing world.

Goal 6:

Katy ISD will attract, develop, support, and retain high quality staff members.

Specific Result 6.3:

Maximize retention efforts by focusing on campuses and departments that have a higher turnover rate than the district average.

Summary Report:

Katy ISD takes a proactive, data-driven approach to staff retention. Frequent vacancies, substitute reliance, leadership feedback, and culture indicators highlight high-risk areas, which are addressed through leadership coaching, early-career mentorship, and enhanced staff recognition and engagement. The Human Resources and Technology departments routinely collaborate on exit surveys and streamlined turnover tracking, allowing the district to anticipate challenges, stabilize staffing, and strengthen the overall work environment.