

DISTRICT - GOALS: Passionate People Pillar



- We engage and retain passionate, dedicated people who continuously learn and improve as guardians of equity and advocates for our students' success.
- Our team represents the diversity of our community.
- We deliver and receive excellent customer service.

| Measures 2019-2020 | Progress Monitoring | | | | Evidence of Success | | |
|--|--------------------------|-----------|-----------|-----------|---------------------------------------|---------------------------------------|---------------------------------------|
| | Base Metric Fall 2019 | Q1 Metric | Q2 Metric | Q3 Metric | End of Year Target (2019- 2020) | End of Year Target (2020- 2021) | End of Year Target (2021- 2022) |
| Increase % of new faculty from underrepresented demographic groups | 18% | | | | Target: 24% Actual: | Target: 25% Actual: | Target: 26% Actual: |
| Decrease % chronically absent faculty | 9.88% | | | | Target: 8% Actual: | Target: 7% Actual: | Target: 6% Actual: |
| Decrease % Operations & Maintenance employees absent 12+ days | 52% | 36.36% | | | Target: 47% Actual: | Target: 42% Actual: | Target: 38% Actual: |
| Increase employee satisfaction with in-district professional development sessions | n/a | | | | Measure & baseline established | Target TBD | Target TBD |
| Increase overall mean on employee engagement and satisfaction survey | n/a | | | | Measure & baseline established | Target TBD | Target TBD |
| Strategies | | | | | | | |
| <ul style="list-style-type: none"> • Develop and execute recruitment procedures that attract diverse candidates • Develop and execute effective induction/ onboarding processes for new employees and for existing employee transitions to new buildings, levels, and promotions • Engage employees' agency in collaboration to fulfill our district vision and goals • Implement Thought Exchange to solicit feedback • Offer and encourage professional development that leads to micro- credentials in areas aligned to our strategies for achieving student success | | | | | | | |