



STRATEGIC PLAN PROGRESS CHECK

Division: Human Resources

Goal Area: Staff Efficacy and Excellence

Performance Objective: Improve district processes to attract a highly qualified staff

Date of Progress Report: 6/30/15

Plan: Review the Goal Area, Performance Objective and Initiative(s) that you are working on for this particular area. What have you completed? What can you celebrate?

- Compensation Review and Increase for Select Groups
- Provided updated data to the new Superintendent for review
- Technology review to make enhancements with the applicant tracking system utilized
- Collaboration with Professional Learning for training & development to support new hires
- Highlight and celebrate District success through multimedia communications
- Foster relationships with colleges, universities, and community stakeholders

Do: What will you do to accomplish the next steps?

- Provide salary increases
- Work on signing/staying bonuses
- Transparency with the Board
- Make changes in PATS to enhance the interface and recruitment limbs
- Plan a District-wide community 5k/10k for branding, recruitment
- Develop new training & development that is an attractive benefit for new hires

Check: Are you getting the results needed to reach the Performance Targets? What are the challenges you are facing or anticipating?

- Budget challenges

Act: What needs to change and/or improve to reach your Performance Targets? How will these changes demonstrate progress in this area?

We need to continue to make our salaries and benefits more competitive. Providing a more competitive compensation package will make the district more attractive to top talent.

Additional Comments.

STRATEGIC PLAN PROGRESS CHECK

Division: Human Resources

Goal Area: Staff Efficacy and Excellence

Performance Objective: Develop a highly effective and accountable workforce

Date of Progress Report: 6/30/15

Plan: Review the Goal Area, Performance Objective and Initiative(s) that you are working on for this particular area. What have you completed? What can you celebrate?

- Developed Workforce Development Committee
- Developed a Series of Workforce Development Trainings
- Developed Succession Planning Team
- Changed the District's evaluation tool for ESP's
- Trained Leaders via webinar

Do: What will you do to accomplish the next steps?

- Increase employee participation in workforce development training
- Research succession planning and develop a succession planning guide
- Engage Department of Professional Learning to develop next steps for district staff with ongoing training and development in all areas- focusing on ESPs.
- Form a team to meet with PL regularly to align goals and plans

Check: Are you getting the results needed to reach the Performance Targets? What are the challenges you are facing or anticipating?

- Participation of staff in training seminars offered
- Time management of staff to research, develop, and implement change
- Some goals were met, now time to revisit goals

Act: What needs to change and/or improve to reach your Performance Targets? How will these changes demonstrate progress in this area?

We need to develop ways to provide incentives for staff to take advantage of the training opportunities offered. Once staff members begin to attend training and utilize the skills learned in their appropriate jobs, job performance should increase, therefore improving the workforce in DeKalb.

Additional Comments.

STRATEGIC PLAN PROGRESS CHECK

Division: Human Resources

Goal Area: Staff Efficacy and Excellence

Performance Objective: Retain highly qualified staff

Date of Progress Report: 6/30/15

Plan: Review the Goal Area, Performance Objective and Initiative(s) that you are working on for this particular area. What have you completed? What can you celebrate?

- Developed Cross Functional Retention Task Force- New team being developed by Superintendent
- Researched Climate Survey Options
- Workforce Development Team
- Researched Employee Incentive/Award Programs and Options

Do: What will you do to accomplish the next steps?

- Create a calendar and action plan for Retention Task Force
- Select a climate survey to provide to district employees
- Provide targeted training and development to grow employees
- Provide employee incentives such as merit pay
- Review District equity plan to include all staff and ensure fairness and equitable treatment
- Build a relationship model for top level executives to meet and recognize employees

Check: Are you getting the results needed to reach the Performance Targets? What are the challenges you are facing or anticipating?

- Budget challenges
- Changing District culture

Act: What needs to change and/or improve to reach your Performance Targets? How will these changes demonstrate progress in this area?

We must continue to change the culture of the District in an effort to improve and retain our top talent. Increasing our compensation structure and changing the culture of the District will increase the District's retention of top talent.

Additional Comments.