



Progress Check for Continuous Improvement

Division of Human Capital
June 30, 2016

Strategic Plan Goal Area	Staff Efficacy and Excellence
Strategic Plan Performance Objective	Develop a highly effective and accountable workforce

PLAN
Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate?
The Workforce Development initiative is moving well. The committee to support the initiative is a cross-function of employees and departments from across the district. Employee learning and development is becoming popular and needed a dedicated person to focus the initiative. Hence, the Talent Management Specialist was created. This individual is key to building the collaborative relationship with the Department of Professional Learning and moving along the certificate development program for the Division of Operations.
DO
Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.
Beginning with 2016-2017 fiscal year the division will continue developing the learning certificate program for managers and non-managers in the Division of Operations. Additionally, we will introduce new classes for the Workforce Development initiative. These new classes will be developed to meet the needs of employees and managers who have requested them. Lastly, we have aligned competencies in the classified employee evaluation to the Strategic Plan.
CHECK
Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?
Results to meet this goal area are satisfactory. However, we expect to increase employee performance with new Workforce Management classes, and increase accountability by alignment of the evaluation to the Strategic Plan.
ACT
What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?
Funding for employee learning and development is always a challenge in any organization. To work around this challenge, we are committed to using in-house subject matter experts to design and deliver as much coursework as possible.