



Progress Check for Continuous Improvement

Division of Human Capital
June 30, 2016

Strategic Plan Goal Area	Staff Efficacy and Excellence
Strategic Plan Performance Objective	Retain highly qualified staff

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?
Retention of educators is an area of concern. While we realize that retirements are a significant portion of our educators who leave the district, we also acknowledge that a more focused retention effort is needed. To that end, we can report that we completed: mid-year salary increase in Jan 2016 for all schoolhouse personnel; 3% salary increase for all full-time employees; increase in substitute pay to make the substitute market more competitive.
DO
Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.
To continue this work, we started the Teacher Retention Committee. This committee is comprised of building leaders who have a low turnover rate of their teacher workforce and teachers who have long tenure in the district. Additionally in 2016-2017, we will issue a climate survey to ascertain the climate and culture of the organization to inform retention decisions. Lastly, we are in the final stages of the revision of the Exit Interview tool to get more respondents to the Exit Survey.
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 not meeting full expectations. This is monitored through our retention data and Exit Survey completion data. We anticipate that our results will increase through some of the initiatives outlined above.
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?
Understanding climate and culture is a challenge associated with retaining talent. However, we have both qualitative and quantitative initiatives in place that will help us better understand our climate and culture and will inform retention initiatives in the future.