



2016-2022 Strategic Plan

We will ensure safe, inclusive environments, and encourage diverse perspectives through engagement, innovation and creativity.

YEAR TWO (2017-18)

2017-18 Priority Statement 1 – Ninety percent of all employees will participate in at least one Professional Development activity regarding cultural awareness, enhancing work climate/culture or work-life balance.

#	Action Steps for Priority Statement	Success Measure	Responsibility	Due Date	Total Cost
1	Acquire speakers to present to employee groups on various topics related to cultural awareness, enhancing work climate/culture and/or work-life balance. <ul style="list-style-type: none"> • Paraprofessional Inservice • Bus Driver and Assistant Inservice • Nutrition Services Inservice • Maintenance, Office Professionals, Bus Mechanics, Kids Club Supervisors and paraprofessionals held during scheduled workshop days. • Teachers, System Leaders and other employees held on District Workshop days 	All speakers scheduled and signed up for all slots Number of employees attending (goal of 90% for all employee groups) 75% of employees participating in an employee climate survey, will report positively.	HR Director and OEI Director Cabinet District Climate and Culture Committee	November 1, 2017 All inservices completed by June 30, 2018	\$90,000

2017-18 Priority Statement 2 – District 833 will increase the number of new hires of color, from 12% to 15%. This increase will be in looking at the number of new hires from May 1st, 2017 to May 1st 2018.

#	Action Steps for Priority Statement	Success Measure	Responsibility	Due Date	Total Cost
1	Recruit candidates by increased attendance and presence at local job fairs.	Number of fairs attended and number of applications of diverse candidates	HR Department	June 30, 2018	\$0

2	Recruit candidates by increased attendance and presence at out-of-state job fairs.	Number of fairs attended and number of applications of diverse candidates	HR Department	June 30, 2018	\$10,000
3	Recruit more diverse candidates by utilizing a greater variety of recruitment resources such as job boards, social media, etc. Also better recruitment by advertising in local papers/job boards with high diversity populations.	Number of additional job recruitment opportunities and also the number of applications of diverse candidates	HR Department	June 30, 2018	\$0
4	Develop deeper relationships with colleges offering certifications/degrees in difficult to fill areas.	Number of applicants from schools.	HR Department	June 30, 2018	\$0

2017-18 Priority Statement 3 – An employee recognition program for those who “make a difference / enhance the climate and culture” will be implemented. The employees will be identified as Climate and Culture Ambassadors.

#	Action Steps for Priority Statement	Success Measure	Responsibility	Due Date	Total Cost
1	Nomination process and form shared with all employees, students and parents to share those who could be Climate and Culture Ambassadors.	Nominations received and documented each month	Equity Teams in each school/location	June 30, 2018	\$0
2	Select at least three employees each school year, from each school or district location that align with predetermined ambassador criteria.	Total number of Ambassadors recognized each year – school and district employee group	Equity Teams in each school/ location	Ongoing through June 2018	\$0
3	Acknowledge employees in their respective schools or employee group meetings. Acknowledge employees at monthly school board meetings.	Staff and employee group meeting agendas School Board meeting agendas	HR / Superintendent’s Office	Ongoing	\$0

Functional Support Required (explanation of needs in other areas to achieve the priority statements, ie., real costs for completion):

Finance	See costs above.
Communications	Support the monthly Climate and Culture Champions process, as well as other communications regarding inservice opportunities for the various employee groups.
Technology	
Professional Development	Listed and itemized above