

2016-2022 Strategic Plan

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

YEAR FOUR (2019-20)

2019-20 Priority Statement 1 – Ninety-five percent of all employees will participate in at least one Professional Development activity regarding cultural awareness, enhancing work climate/culture.

#	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. <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 95% for all employee groups). 75% of employees participating in an employee engagement, will report positively.	HR Director, Coordinator of Professional Development, Director of Educational Achievement and Integration, and Cabinet members	All inservices completed by June 30, 2020	\$50,000

2019-20 Priority Statement 2 – District 833 will increase the number of new hires of color, from 15% to 17%. This increase will be in looking at the number of new hires from June 30, 2019 to June 30, 2020.

#	Action Steps for Priority Statement	Success Measure	Responsibility	Due Date	Total Cost
1	Recruit candidates by continuing to attend local job fairs.	Number of fairs attended and number of applications of diverse candidates.	HR Department	June 30, 2020	\$5,000
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, 2020	\$10,000
3	Recruit more diverse candidates by utilizing a greater variety of recruitment resources such as job boards, social media, Indeed, 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, 2020	\$15,000
4	Partner with colleges to recruit diverse candidates.	Number of applicants from schools.	HR Department	June 30, 2020	\$0

2019-20 Priority Statement 3 – District 833 will develop and implement a retention plan for all employees.

#	Action Steps for Priority Statement	Success Measure	Responsibility	Due Date	Total Cost
1	The Recruitment and Retention Committee, comprised of staff of color, human resources, and educational achievement and integration, will meet four times a year to provide feedback on recruitment and retention initiatives.	Establish an active recruitment and retention committee.	Director of Educational Achievement and Integration, Director of Human Resources, and Recruitment and Retention Committee	June 30, 2020	\$500
2	Expand the current affinity group for teachers of color to all district employees of color.	Establish an active affinity group	Director of Educational Achievement and Integration, and Director of Human Resources	June 30, 2020	\$500
3	The Director of Educational Achievement and Integration, and the Director of Human Resources will implement a mentoring program for staff of color; anticipated implementation for the 2019-2020 school year.	Successful establishment of a mentoring program for staff of color.	Director of Educational Achievement and Integration, Director of Human Resources	June 30, 2020	\$5,000

4	The Human Resources Department will utilize data from exit interviews and engagement surveys to formulate measures to increase engagement and retention.	Successful establishment of an exit interview process.	HR Department	June 30, 2020.	\$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			