



**2016-2022 Strategic Plan**

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

**YEAR THREE (2018-19)**

**2018-19 Priority Statement 1 – Ninety three 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"> <li>• Paraprofessional Inservice</li> <li>• Bus Driver and Assistant Inservice</li> <li>• Nutrition Services Inservice</li> <li>• Maintenance, Office Professionals, Bus Mechanics, Kids Club Supervisors and paraprofessionals held during scheduled workshop days.</li> <li>• Teachers, System Leaders and other employees held on District Workshop days</li> </ul>	All speakers scheduled and signed up for all slots  Number of employees attending (goal of 93% for all employee groups)  75% of employees participating in an employee climate survey, will report positively.	HR Director, Director of Professional Development and Coordinator of Office of Educational Achievement and Integration  Cabinet  District Climate and Culture Committee	November 1, 2018  All inservices completed by June 30, 2019	\$90,000

**2018-19 Priority Statement 2 – District 833 will increase the number of new hires of color, from 11% to 15%. This increase will be in looking at the number of new hires from June 30<sup>th</sup>, 2018 to June 30<sup>th</sup>, 2019.**

#	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	HR Department	June 30, 2019	\$5,000

		applications of diverse candidates			
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, 201	\$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, 2019	\$0
4	Partner with colleges to recruit diverse candidates.	Number of applicants from schools.	HR Department	June 30, 2019	\$0

**2018-19 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 4 times a year to provide feedback on recruitment and retention initiatives.	Establish an active recruitment and retention committee.	Coordinator of Educational Achievement and Integration, Director of Human Resources and recruitment and retention committee.	Nov 30, 2018	\$0
2	An affinity group for district 833 staff of color will be created and implemented.	Establish an active Affinity group	Coordinator of Educational Achievement and Integration, Director of Human Resources	Nov 30, 2018	\$0
3	The Coordinator of Educational Achievement and Integration and Director of Human Resources will research and develop 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.	Coordinator of Educational Achievement and Integration, Director of Human Resources	Sept. 2019	\$0

4	The Human Resources Department will establish and implement an exit interview process for all employees to determine how the district may offer programming to increase retention.	Successful establishment of an exit interview process.	Human Resources Department.	June 30 <sup>th</sup> , 2019	\$0
<b>Functional Support Required (explanation of needs in other areas to achieve the priority statements, ie., real costs for completion):</b>					
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			