

Strategic Priority 4:

Dedicated and Talented Staff Committed to Student Learning



We will recruit, support and encourage retention of employees at all levels.
We are committed to a thriving work environment that encourages staff learning, growth and to have a voice in the decision-making process.
We will strive to make District 41 an employer of choice.

Strategic Priority 4 Indicator of Success:

Staff is highly engaged in the work, they are proud of their work, feel valued, and are focused on the mission of the organization.

Action Steps (Owner)

- Annually administer the culture and climate survey to staff. (HR)
- Build action plans to sustain areas of strength and to bolster areas that need improvement based on school specific surveys. (Principals, BLTs)
- Develop a strong communication feedback loop between District Teams for Excellence (TFEs), administration teams, and Professional Learning Communities. (Communications & HR)
- Create dynamic structures to share work-related success, concerns, and ideas for improvement/change with building and district staff. (Principals, BLT)
- Continue to leverage current leadership and decision-making structures such as CIT, Team 21 (T21), Professional Development Team (PDT), BLT, and curriculum committees to provide staff opportunities to participate in decision making. (TLA, FFO, HR & Principals)
- Staff will continue to have opportunities to participate in TFE, district/school level committees and community activities/outreach related to District 41's mission. (TLA, FFO, HR & Principals)
- District and school leadership will continually engage staff through listening sessions, open office hours, informal visits, and other forms of face-to-face conversations. (TLA, FFO, HR & Principals)
- District leaders and the BLTs will review the culture and climate survey results and develop action plans for improved satisfaction. (Principals, Cabinet, BLTs)

Strategic Priority 4 Indicator of Success:

High quality professional development and mentoring opportunities are key to our success.
Individuals are taught the skills and knowledge they need in order to be successful in their role.

Action Steps (Owner)

- Conduct a review of compensation with recommendations for adjustments to retain and recruit employees. (HR, FFO)
- Develop a district procedure for interviewing and hiring staff to hire the best possible candidates for every position. (HR)
- PDT will continue to offer a differentiated annual professional development plan to support the Long-Range Plan (LRP) based on feedback and input from staff. (HR)



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- Develop a specific building based professional development plan to ensure the needs of all staff members are met with the outcome being to support and enhance student learning. (HR, Principals)
- Develop a mentoring program for incoming first through third year teachers to nurture their development and support their understanding and growth as educators and leaders. (HR)
- Provide teachers with differentiated, job-embedded professional development from literacy, math and Problem-Based Learning coaches in all content areas to further support the learning outcomes for students. (HR, TLA)
- Provide opportunities for staff to give feedback after every professional development opportunity to ensure the professional development is meeting the needs of the staff. (HR)

Strategic Priority 4 Indicator of Success:

Provide all teachers opportunities to engage the district beyond the classroom.

Action Steps (Owner)

- Provide all teachers opportunities to engage the district beyond the classroom. (HR)
- Develop a structure to have more staff members engage in activities beyond the classroom. (HR & Principals)
- Effort will be made by the district to offer pathways to leadership through instructional leadership, policy leadership and association leadership. (HR, TLA)
- The District and school leaders will cultivate other leaders. (TLA, FFO, HR & Principals)
- Staff will have a voice in decisions and outcomes through multiple feedback opportunities. (TLA, FFO, HR & Principals)
- Administration will work with GEEA and AFSCME leadership to foster more opportunities for staff to participate and engage in committee work. (TLA, FFO, HR & Principals)
- Staff will continue to have access to wellness screenings every year. (HR)
- Staff will participate in monthly wellness activities at each school as determined by the wellness committee. (HR)