Strategic Priority 4 - Progress Report June 2019

- Staff increased satisfaction and engagement across the district as demonstrated by the Humanex survey results
- Increased opportunities for teachers to engage in the district decisions making process with a voice in committees such as the Special Education committee
- Continued to maintain satisfaction with professional development sessions

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.

Key Performance Indicators	Baseline	Target 16/17	Actual 16/17		Actual 17/18	Target 18/19	Actual 18/19	Goal 20/21
Each year, increase all staff survey satisfaction data as measured by annual culture and climate survey.	N/A	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Each year, increase the satisfaction/ engagement cultural assessment index survey results by .5		Yes	Yes	Yes	75%	Yes	Yes	Yes
Each year, have the "Top 10" satisfaction areas of staff survey above a 4.5 average mean each year.	N/A	Yes	4.7	Yes	4.5	Yes	Yes	Yes
Each year, increase the average mean of the "Bottom 10" satisfaction areas of staff survey to a minimum of 4.0.	N/A	Yes	3.6	Yes	3.6	Yes	Yes	Yes

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.

Key Performance Indicators	Baseline	Target 16/17	Actual 16/17	Target 17/18	Actual 17/18	Target 18/19		Goal 20/21
Professional Development surveys maintain an 80% satisfaction rate for every PD opportunity.	80%	Yes	Yes	Yes	Yes	Yes	Yes	Yes
95% of all 2nd through 4th year staff have attained a proficient or higher rating through the identified evaluation.	N/A	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Beginning in 2018-2019, every school will have identified mentor leaders to support 1st through 2nd year teachers.	N/A	Yes	N/A	Yes	N/A	Yes	Yes	Yes

Strategic Priority 4 Indicator of Success: Provide all teachers opportunities to engage the district beyond the classroom.

Key Performance Indicators	Baseline	Target 16/17	Actual 16/17	Target 17/18	Actual 17/18	Target 18/19	Actual 18/19	Goal 20/21
100% of the time an opportunity will be offered to teachers to participate or have a voice in committees and community/district-wide events.	N/A	Yes	Yes	Yes	Yes	Yes	Yes	Yes