

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.

Key Performance Indicators	Yearly Target					Goal
	Baseline	16/17	17/18	18/19	19/20	20/21
Consistent increase of all staff survey satisfaction data as measured by annual culture and climate survey.	NA	Yes/No	Yes/No	Yes/No	Yes/No	Yes
By 2021, increase the satisfaction/engagement cultural assessment index survey results by .5.	NA	Yes/No	Yes/No	Yes/No	Yes/No	Yes
Consistently have the "Top 10" satisfaction areas of staff survey above a 4.5 average mean each year.	NA	Yes/No	Yes/No	Yes/No	Yes/No	Yes
By 2021, increase the average mean of the Bottom 10 to a minimum of 4.0.	NA	Yes/No	Yes/No	Yes/No	Yes/No	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	Yearly Target					Goal
	Baseline	16/17	17/18	18/19	19/20	20/21
By 2021, increase all staff survey satisfaction data by .5%	NA	Yes/No	Yes/No	Yes/No	Yes/No	Yes
Professional Development surveys maintain an 80% satisfaction rate for every PD opportunity.	80%	Yes/No	Yes/No	Yes/No	Yes/No	80%
100% of all 2nd through 4th year staff have attained a proficient or higher rating through the identified evaluation.	NA	Yes/No	Yes/No	Yes/No	Yes/No	Yes
By 2021, each school will have identified mentor leaders to support 1st through 3rd year teachers.	NA	Yes/No	Yes/No	Yes/No	Yes/No	Yes



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Strategic Priority 4 Indicator of Success:

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

Key Performance Indicators	Yearly Target					Goal
	Baseline	16/17	17/18	18/19	19/20	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.	NA	Yes/No	Yes/No	Yes/No	Yes/No	Yes
By 2021, wellness biometric screening program will increase to 75%.	69%	Yes/No	Yes/No	Yes/No	Yes/No	75%