

**Priority Student Outcomes**

- Promote Student Engagement and Wellbeing
- Prepare all Students for Post-Graduation Success
- Improve Academic Achievement and Growth for All Students
- All Students Have Equitable Access to a High-Quality Education

## All Students Have Equitable Access to a High-Quality Education

## Strategic Theme #6 Recruitment, retention and development of high- quality employees

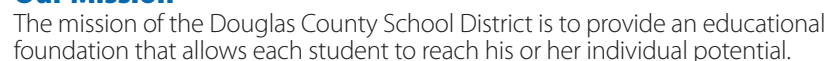
## OBJECTIVES

- 1.** Increase retention rates in all employment categories, with special attention to instructional support, trades, and teachers.
- 2.** Enhance and expand recruitment of high-quality employees, to include an emphasis on diversity.
- 3.** Promote a culture of learning and development for all employees by providing opportunities and pathways for growth and advancement.

## STRATEGIC INITIATIVES

## PHASE 1

- 1a.** Develop and recommend a predictable compensation schedule for all employee groups that acknowledges experience/longevity, knowledge, and performance. It should be easily comparable to neighboring school districts, and progressively move toward regionally competitive pay for all employees.
- PHASE 2**
- 2a.** Design and implement an effective recruitment plan that attracts high-quality candidates, with an emphasis on diversity and inclusion.
- PHASE 3**
- 1b.** Analyze, correct, and align employee processes and expectations throughout the district.
- 1c.** Design and implement a successful retention plan that addresses all employee groups.
- 3a.** Provide and enhance development opportunities for classified, pro tech and administrators.



Phase 1: Launching now through June 1, 2020  
Phase 2: Launching now through June 1, 2023  
Phase 3: Launching now through June 1, 2025