

STUDENT
ACHIEVEMENT

Goal Area:
EMPLOYEE
SUPPORT

COMMUNITY
CONNECTION

POSITIVE
LEARNING AND WORK
ENVIRONMENT

OPERATIONS



Goal Statement: In TUSD 202, we will recruit, hire, and retain a highly qualified, diverse workforce.

Strategic Plan Goal Area:

Employee Support

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Employee Support

Strategies and Action Steps, 2021 - 2022



Strategy I: TUSD 202 will intentionally recruit, hire, and retain a diverse workforce.

Action Step I: Access, review, and communicate demographic data for recruiting venues in comparison to demographics of TUSD 202 students, staff, and community.

Action Step II: Access, review, and communicate recruiting team survey, which will be given Quarter 1, Quarter 2, and Quarter 4 and used to assess and advance district recruitment program.

Action Step III: Evaluate, update, and create recruitment materials for certified and classified staff.

Action Step IV: Develop and provide training for recruitment team and allocate resources to expand recruitment locations beyond regional institutions.

Action Step V: Monitor the job opening pipeline (newsletters, social media, job posting platforms, etc.) after each BOE meeting.

Action Step VI: Maintain contact with TUSD 202 graduates in the Learn to Teach Program with the intent of recruiting them following their undergraduate program.

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Strategies and Action Steps, 2021 - 2022



Strategy II: TUSD 202 will cultivate a positive professional learning culture for all employees through support, recognition, and an organized and purposeful mentoring program.

Action Step I: Support and monitor on-boarding program for all district instructional, support, and administrative staff.

Action Step II: Cultivate a supportive working environment by ensuring fidelity to the mentor and peer buddy programs.

Action Step III: Support Employee Recognition Program (ERP), which incorporate annual TUSD 202 themes, seeks nominations from all stakeholder groups, and honors certified staff who are new to the profession.

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Strategies and Action Steps, 2021 - 2022



Strategy III: TUSD 202 will develop and support staff knowledge and experience through embedded professional development.

Action Step I: Provide individualized, effective feedback to develop and maintain staff Individual Growth Action Plans (IGAP) that align with the Strategic Plan.

Action Step II: Create new and refine existing Turner Learning Teams in all departments to build collective efficacy.