

Employee Support

Objective/Goal: To maximize staff recognition, support and increased compensation by enhancing public awareness, expanding recruitment efforts, validating employee performance and retaining highly qualified staff and developing a competitive benefit package.

Strategy: Develop and implement a comprehensive professional induction program for classified and certified staff who are working to acquire a professional license.

Action Steps	Responsible Party	Resources	Evaluation
1. Provide New Teacher Induction/Mentor and support in alignment with KSDE regulations. <ul style="list-style-type: none"> a) Peer Buddy Support for New certified employees on a professional license. b) New to District PD and support plan for professional employees new to the profession in year one and two. 	Department of HR, Coordinator of Professional Learning and Instructional Coaching Staff, Certified Mentors/peer buddies	Alignment with district initiatives and state guidelines.	Q1:
2. Provide consistent support for new classified staff. <ul style="list-style-type: none"> a) Establish two classified employees to serve on the committee. b) Work with Classified supervisors to review data from the classified needs assessment survey for new employees. 	Department of HR, Strategic Plan Committee, ALT	Quarterly meetings with department managers to set goals.	Q1:
3. Update recruitment video and have social media dedication for continuous updating.	Department of HR, Exec. Dir. Adm. Services and Strategic Plan Committee, Business Services (DP)	Greenbush: Doug Graham	Q1:

Strategy: Develop and nurture university partnerships to provide field experiences, mentoring, cooperative teaching, and additional professional development opportunities for current staff and high quality observation opportunities and learning experiences for staff and university education majors.

Action Steps	Responsible Party	Resources	Evaluation
1. Network with college/university supervisors and district cooperating teachers. Once a semester, student teachers will be introduced to the Board of Education, and have a walkthrough completed by the building administrator.	Department of HR, Exec. Dir. of Adm. Services, Strategic Plan Committee, and building administration	College/ University contacts, Turner Today, Building Administrator communication	Q1:
2. Provide the most robust competitive compensation package as the parameters of funding, economic forces, and health plan usage history will permit. <ul style="list-style-type: none"> a. Analyze the salary schedule in comparison to teacher and employee retention data. b. Continue efforts for providing competitive benefits package. c. Allocate funds for employee incentives (tuition reimbursement, PD opportunities) 	Assistant Superintendent, Business; Executive Director, Adm. Services; BOE; Negotiations Team	Budget Research	Q1:
3. Issue staff communication regarding information: benefits, negotiations, shared meeting minutes.	Assistant Superintendent, Business; Executive Director, Adm. Services; BOE; Negotiations Team		Q1:
4. Analyze and communicate data from the student teacher survey given each semester.	Exec. Dir. Adm. Services and building administrators	SurveyMonkey, ALT team agenda items	Q1:
5. Develop form in Frontline to track/access student teachers.	Exec. Dir. Adm. Services and building administrators	Frontline Central	Q1:

Strategy: Maintain and enhance staff recognition and support by providing all staff, students and community members the opportunity to celebrate TUSD staff.

Action Steps	Responsible Party	Resources	Evaluation
1. Continue the monthly #Bestie award (in Education Award) all staff-one time a month. Provide a recognition breakfast. Reword #Bestie nomination form. Raise awareness through social media, at building events, paper ballot and yearly recognition at Turner Days Parade.	Department of HR, Exec. Dir. Adm. Services, Strategic Plan Committee	T-shirts for each recipient, recognize at BOE mtg/social media, framed certificate, \$50 budget a month per each recipient's home building (school, department)	Q1:
2. Recognize all #BESTIE nominees each month via email/form.	Department of HR, Exec. Dir. Adm. Services, Strategic Plan Committee	Certificate via email	Q1:

Strategy: Provide opportunities to nurture and develop leadership capacity of all Turner USD 202 classified and certified staff.

Action Steps	Responsible Party	Resources	Evaluation
1. Continued focus on Classified onboarding and professional learning opportunities. a) Collect data from each department regarding all PD hours earned. a) Participate in professional development opportunities b) Use data from the classified employee survey to determine PD opportunities	Department of HR, Exec. Dir. Adm. Services, and Strategic Plan Committee, Classified Supervisors.	Funding, time allocation	Q1:
2. Maintain a referral, attendance, and performance incentive plan to attract and retain high quality bus drivers.	Department of HR, Transportation Director, Superintendent, Business Office	Funding, Planning, Communication	Q1:

Strategy: Develop district and building leaders’ instructional leadership skills, knowledge, and practices to support effective instruction.

Action Steps	Responsible Party	Resources	Evaluation
1. District and building leaders will meet annually with all teachers to: <ul style="list-style-type: none"> a) Develop/maintain an effective three-year teacher growth goal (IGAP – Individual Growth Action Plan) that aligns with our strategic plan b) Providing specific feedback for teachers regarding growth goal. 	Superintendent’s cabinet and ALT	Frontline Professional Growth, Strategic Plan, School Improvement Plans	Q1:
2. Organizational and building level users will receive continued support, communication and training on the implementation of Frontline modules.	Superintendent, Cabinet, and ALT.	Frontline training/admin and employee, ALT team agenda updates, Email updates	Q1: