

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 to 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, Exec. Dir. of Adm. Services, Coordinator of Professional Learning and Instructional Coaching Staff	Alignment with district initiatives, technology and state guidelines.	
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 establish a list of needs and possible needs assessment for employees. 	Department of HR, Exec. Dir. of Adm. Services, Strategic Plan Committee, department managers and coordinators	Monthly reflection with department manager and coordinator.	

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, in district, meet and greets for student teachers.	Department of HR, Exec. Dir. of Adm. Services, Strategic Plan Committee, and building administration	College/ University contacts, Turner Today, Building Administrator communication	
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) d. Recruit, train, and retain high quality substitutes for PD and collaboration opportunities. 	Assistant Superintendent, Business; Executive Director, Adm. Services; BOE; Negotiations Team	Budget Research	
3. Issue staff communication regarding information: benefits, negotiations, shared meeting minutes.	Assistant Superintendent, Business; Executive Director, Adm. Services; BOE; Negotiations Team		
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	
5. Develop form in Frontline to track/access student teachers.	Exec. Dir. Adm. Services and building administrators		

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)	

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. Continue to develop leadership opportunities for professional employees. a) KU/TUSD future building leader partnership-continue year 2 of the program.	Department of HR, Exec. Dir. Adm. Services, Superintendent.	Leading Educator Program, financial includes Leading Educator Funders and District funds. KU education department.	
2. Continue to expand opportunities for classified staff to train and mentor peers: a) Support up to quarterly TLTs for classified supervisors/administrators b) Continue efforts to develop field specialists/mentors in all classified departments. c) Participate in professional development. d) Collect data from each department regarding all PD hours earned.	Department of HR, Exec. Dir. Adm. Services, and Strategic Plan Committee, Classified Supervisors.	Funding, time allocation	
3. Develop an incentive plan for to attract and retain high quality bus drivers.	Department of HR, Transportation Director, Superintendent, Business Office	Funding, Planning, Communication	

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) Development an effective teacher growth goal. b) Providing specific feedback for teachers regarding growth goal. 	Superintendent's cabinet and ALT	Professional Growth Plan (formerly-My Learning Plan), Strategic Plan, School Improvement Plans	
2. District Leadership will communicate clear expectations regarding use and data of walk-throughs. <ul style="list-style-type: none"> a) Introduce new program b) Implement c) Calibrate d) Analyze/share 	Superintendents cabinet and ALT	Walk through tool, calibration, ALT agenda.	
3. 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.	