

Strategic Plan

- **Pillar 4: Staff Success through Social Emotional Wellness and Professional Growth**
 - GOAL 1 – Hire, develop, and retain high-performing staff.
 - GOAL 2 – Establish opportunities for professional training and career pathways.
 - GOAL 3 – Create and maintain platforms for staff to communicate, share ideas, and provide feedback.
 - GOAL 4 – Research and introduce programs to encourage staff wellness.



GOAL 1: Hire, develop, and retain high-performing staff



Strategies:

Improving our New Hire Orientation

- By position, by location – Academic Coach’s
- Number of days – do we have the right mix
- Frequency

Improve our New Hire Process

- HR/Finance and IT
- Using Paycom
- NHO Face to Face vs Virtual

Create and develop a transparent pay structure

- Demonstrate how entry pay determined and adjusted
- Continue to remain competitive in the market
- Salary surveys by position

Create and develop a Staff Retention Team

- Mental health is a key driver of employee engagement and loyalty
- How to prevent employee stress and burnout in the workplace
- Consider retention incentives
- Stay Interview – track and trend
- Energage Employee Engagement Action Plans

Continue:

- Bi-weekly meetings to ensure we’re executing each strategy for each student facing job descriptions
- Get staff feedback from focus groups/surveys

Start:

- Incorporating the action plans beginning with our Academic Coach’s
- Establish a Retention Committee

GOAL 2: Establish opportunities for professional training and career pathways



Strategies:

Create Professional Growth Plans for all staff groups that include three tiers of support 1) the evaluation, 2) coaching and peer support, and 3) professional learning.

- Move Academic Coaches, Counseling Assistants, SEGs to Professional Growth Plans outlined above.
- Provide enhanced training for supervisors on the evaluation system and process.
- Consider making quarterly feedback form with supervisor optional.

Provide clarity and support for a yearlong training calendar before the school year begins.

- Launch new Facilitator Certification training
- Make trainings available to staff through GOAL approved platforms and push this out regularly through multiple avenues, such as Vector, GTV, L&D announcements,
- Use new consulting strategy within L&D to determine a full year of trainings.

Create a GOAL Culture PL for all staff that incorporates Flippen, Verbal–De-Escalation, Diversity and Inclusion, etc.

- Train all staff in CKH.
- Continue to survey staff for valuable feedback through a neutral third party.
- Retrain existing Process Champions and train new ones as needed in regions.

Open Microsoft Certification opportunities to all staff and provide incentives for achieving this certification.

- Ensure all staff achieve MIE (Microsoft Innovative Educator) status at NHO.
- Offer an appropriate incentive for obtaining MIEE (Microsoft Innovative Educator Expert) certification such as extra duty pay, stipend, bonus, hardware, and/or a conference.
- Open up MIEE certification to all staff. (Currently running coaching sessions for those who are interested).

GOAL grows employees by valuing and subsidizing reasonable internal and external leadership and growth opportunities.

- After attending an external conference, the employee brings the information, skills, and knowledge back to GOAL.
- Encourage staff to seek external certifications like MIEE, MCE, MOS.
- Encourage staff to take and pass the Praxis so HR will pay for it upon getting hired as a teacher.

Continue:

- Growth Plans are currently in place for counselors, social workers, and teachers.
- Planning trainings as needed, causing large gaps in performance.
- Training all staff in culture with mixed results due to budget, scheduling, and other constraints from the vendor.
- Limiting MIEE to the TOSA team with some resistance.
- Accepting credits from external conferences and courses but not asking that the information is brought back to staff.

Start: Implementation action plans for year one



GOAL 3:

Create and maintain platforms for staff to communicate, share ideas, and provide feedback.

Strategies

- Empower positive school cultural programming in a consistent series of opportunities for all staff to ensure growth in every aspect of school relationships with both staff and students.
- Provide school wide wellness collaboration and enrichment through consistent appropriate programming.
- Provide all staff with a departmental/ job title specific workshop designed to communicate ideas and process feedback to increase best practices.
- Ensure that all Supervisor receive feedback in regular cycles from all staff they lead.
- Ensure consistency in communications expectations and accountability.

Measured by:

Continue:

- Providing positive school cultural programming
- Providing Wellness training opportunities

Start:

- Incorporating school culture experts to provide regular training to the local staff in each location
- Provide individual and team wellness collaboration opportunities facilitated by staff, made available in digital and in-person methods.
- Ensure every department position collaborate with the statewide cohort of their job title annually.
- Ensure all staff can provide feedback to their supervisor
- Identify and embed a clarity of communication protocol that details the expected appropriate response time through the different communication methods based on individual job description

- Staff retention
- Staff wellness measured progress/ participation- New tools?
- Increased leadership growth opportunity?
- Increased departmental collaboration?

GOAL 4: Research and introduce programs to encourage staff wellness

Strategies:

- Revitalize previous wellness program to include all 8 domains of wellness (emotional, financial, social, spiritual, occupational, physical, intellectual and environmental)
- Create a calendar for the year, incorporating a domain of wellness for each month. We will base teaching sessions, GTV skits, Teams channels and wellness initiatives around the domain of the month.
- Build a wellness committee where each domain is championed with a GOAL representative and have its own smaller wellness committee that researches and incorporates initiatives and teaching opportunities for staff within that particular domain.
- Partner with CIGNA's designee, GOAL's medical provider, to provide resources and tools in their platform.
- Incorporate a staff recognition program that includes celebrations of each job title (IE Teacher appreciation)

Continue:

- Provide opportunities to become a wellness champion
- Educate staff on the importance of wellness as a whole
- Encourage staff to share their expertise on wellness topics

Start:

- Launch wellness program at GOAL's Forum in August with 4 wellness sessions for staff to attend
- Educate staff in each domain of wellness
- Provide expectations to champions of wellness
- Conduct an all-staff survey with direct and pointed wellness questions to help gauge what staff need

