Goal 3 - The Work Environment

- Definition of work environment
  - Not referring to employee job satisfaction
  - The work environment is about employee engagement
- Definition of engagement
  - The extent to which employees are involved and enthusiastic about their work and are committed to the organization.
  - Engaged behaviors include team-orientation, going the “extra mile,” solution focused, optimism, etc.
- Key drivers of staff engagement
  - Staff have the resources they need to be highly effective.
  - Staff are provided meaningful, growth oriented feedback on a regular basis.
  - Staff voice is valued in decision making.

Goal 3: 2021-2022 Accomplishments

- Strategy 7: Staff Engagement
  - Committee work engagement:
    - CELT
    - PTAC
    - Superintendent Roundtable
    - PERA
    - Portrait of a graduate
    - Secondary Instructional Schedules
  - Professional learning engagement
    - ALL staff invited to participate in the first two flex day learnings
    - “Bite-sized” PD offered all year and very well attended

Goal 3: 2021-2022 Accomplishments

- Strategy 7: Staff Engagement
  - Labor relations engagement
    - Monthly meetings with HHSTA and HTHSSSA.
    - Reorganization of HR to better support staff.
  - Hiring
    - Success with hiring highly qualified diverse candidates for administration and teaching positions at both schools.

Goal 3: SY 2021-2022 Accomplishments

- Strategy 8: Meaningful Data
  - Fall/Spring survey of staff through Panorama - used data to inform decisions.
  - Attendance at job fairs aimed to increase the pool of qualified candidates that more closely reflect the school community.
  - Completed an internal audit and ROE audit of HR process and made improvements.
- Strategy 9: Sender School Communication
  - Quarterly meetings held with assistant superintendents for academics between D86 and the sender school districts.
  - Department Chair articulation meetings continue.

Goal 3 Work Environment Challenges

- Coming off pandemic/still living with pandemic implications
- Construction schedule
- April Panorama survey shows decrease in job satisfaction for teachers (-6 points).
    - Staff feedback from Superintendent Roundtable indicate challenges surrounding student behavior in the areas of accountability, engagement, and respect. *Students need to "relearn how to do school".*
    - Staffing challenges (support staff and substitutes)
    - High level decisions that impact daily work created frustration
- Panorama survey shows stable job satisfaction level for other staff (-1 point)

Goal 3: SY 2022-2023 Initiatives

- Strategy 7: Staff Engagement
  - Continue staff engagement opportunities
  - Continue to develop strategies aimed at increasing hiring of highly qualified staff that more closely reflects the school community
  - Develop and implement a staff wellness plan
  - Negotiations with HHSTA will be conducted in a collaborative and timely manner

Goal 3: 2022-2023 Initiatives

- Strategy 8: Meaningful Data
  - Continue staff survey through Panorama and use data to inform decisions
  - Continue to refine District office processes and procedures and create efficiencies and clarity for staff
  - Benchmark salary and benefits for employee groups to ensure we remain competitive for hiring purposes
- Strategy 9: Sender School Communication
  - Collaborate with goal champions to facilitate communication and professional learning opportunities with sender districts
  - Collaborate with goal champions to create an effective articulation model as curriculum work is completed

COVID Response - Goal 3

- Paused tenured staff evaluation process (continued goal development process)
- Thanksgiving schedule adjustment
- Parent/Teacher conference schedules
- Single point of contact for employees for employment needs
- One year HHSTA MOU