

GOAL 3: HIGH QUALITY, DIVERSE STAFF

INVEST IN STAFF AND CULTURE TO ENSURE INNOVATION, COLLABORATION AND ACCOUNTABILITY.

GOAL METRICS

DATA

STAFF DEMOGRAPHICS – CERTIFIED STAFF

The percentage of non-white certified staff, with a target of annual new hire demographics matching or exceeding non-white student demographic percentages.

Baseline: 6.6%
Target: 7%

STAFF DEMOGRAPHICS – NON-CERTIFIED STAFF

The percentage of non-white non-certified staff, with a target of annual new hire demographics matching or exceeding non-white student demographic percentages.

Baseline: 22.4%
Target: 25%

STAFF RETENTION - CERTIFIED

The percentage of certified staff who return to the district. This measures voluntary and involuntary turnover from the prior school year, but excludes retirements.

Baseline: 97.2%
Target : 95%

STAFF RETENTION – NON CERTIFIED

Percentage of non-certified staff who return to the district. This measures voluntary and involuntary turnover from the prior school year, but excludes retirements.

Baseline: 88.4%
Target: 90%

PANORAMA SURVEY - CERTIFIED STAFF

Percent of certified staff responding favorably to Sense of Belonging reported on Panorama Survey.

Baseline: 54%
Target: 58%

PANORAMA SURVEY - NON-CERTIFIED STAFF

Percent of non-certified staff responding favorably to Sense of Belonging reported on Panorama Survey.

Baseline: 54%
Target: 58%

SPECIAL POPULATION ENDORSEMENTS

Percent of staff holding LBS1, EL, Reading, and/or Bilingual content endorsements.

Baseline: 16.8%
Target: 20%

STAFF ENGAGEMENT

Percent of all staff who participate in co-curriculars, school-sponsored professional development and committee work that supports district goals.

Coming Soon

GOAL 3: HIGH QUALITY, DIVERSE STAFF

INVEST IN STAFF AND CULTURE TO ENSURE INNOVATION, COLLABORATION AND ACCOUNTABILITY.

STRATEGY 7

*Enhance **staff satisfaction, innovation, and campus unity** through engagement, collaboration, voice, and professional development.*

- Integrate the Portrait of an Employee into District initiatives and goals
- Increase opportunities to live Mission, Vision, & Core Values
- Increase staff voice
- Increase staff satisfaction and sense of belonging to impact culture and climate
- Increase staff engagement
- Enhance staff collaboration practices
- Improve division team effectiveness
- Ensure an effective staff professional learning system
- Increase teacher leadership opportunity pathways
- Establish ongoing opportunities to recognize and highlight successes
- Seek ways to improve the current culture and climate among and between the two campuses

STRATEGY 8

***Attract, recruit, hire, mentor and support strong employees** who reflect the LT community and commit to our mission, vision, core values, and goals.*

- Integrate the Portrait of an Employee into District initiatives and goals
- Improve upon District practices to expand and strengthen the pool of diverse applicants
- Continue to develop and enhance the District's hiring practices to ensure equity
- Strive to hire the highest quality employees and when possible, mirror the demographics of the LT community
- Assess and enhance mentoring and induction programs for all workgroups
- Create partnerships with outside organizations to strengthen the District's recruitment and hiring practices
- Identify through voice and input what needs to be done to improve staff collaboration practices as well as trust with leadership
- Create opportunities to increase non-certified employee retention

Goal Metrics

Certified Staff Demographics, Non-Certified Staff Demographics, Non-Certified Staff Retention, Certified Staff Retention, Certified Staff Panorama Survey, Non-Certified Staff Panorama Survey, Special Population Endorsements, Staff Engagement



DATA DASHBOARD

GOAL 3: HIGH QUALITY, DIVERSE STAFF

INVEST IN STAFF AND CULTURE TO ENSURE INNOVATION, COLLABORATION AND ACCOUNTABILITY.

Goal Champion: Ed Piotrowski, Director of Human Resources

Action Team Members:

Michael Archbold, Kirstin Bacon, Jason Brauer, Shannon Donahue, Kelly Dostal, Linda Heilenbach, Nikita Hulbert, David Labarbera, Allie Laskowski, Missy Mitidiero, Melissa Moore, Annette Orrico, Lauren Rabbitt, Bryan Radavich, Jessica Roessler, Jennifer Rowe

Goal Statement:

Invest in staff and culture to ensure innovation, collaboration, and accountability.

Strategies

- Enhance staff satisfaction, innovation, and campus unity through engagement, collaboration, voice, and professional development.
- Attract, recruit, hire, mentor and support strong employees who reflect the LT community and commit to our mission, vision, core values, and goals.

District Scorecard Goal Metrics

- Staff Demographic Data
- Certified and Non-Certified Staff Retention Data
- Certified and Non-Certified Staff Panorama Survey Data (Sense of Belonging)
- Special Population Endorsements
- Staff Engagement (Co-Curriculars, Professional Development, etc.)

GOAL 3: History/Rationale for Critical Improvement

The continued strength of LTHS is dependent on the relationships that we build, not only with the students and families of Lyons Township High School, but with the staff that work to support our students. The strategies aligned to this goal include expanding on those relations and enhance our efforts to support our staff in all aspects of their employment.

We strive to strengthen our efforts to enhance staff satisfaction by integrating the Portrait of an Employee into the District's goals and initiatives. We also wish to enhance staff satisfaction and innovation by providing meaningful and ongoing professional development designed to foster individual and collective growth as well as increasing our sense of belonging. Additionally, we wish to establish partnerships with outside organizations to strengthen the pool of diverse candidates with the goal of having the staff at Lyons Township High School mirror the communities that we serve.

Strategy	Why this Issue Became a Critical Strategy
Enhance staff satisfaction, innovation, and campus unity through engagement, collaboration, voice, and professional development.	As curricular offerings and the structures we employ to support our students continue to expand and evolve, it is essential that we focus on efforts to enhance staff satisfaction, innovation and campus unity. We are at our best when we have the tools and skills needs to best support our students and each other. By focusing on staff engagement, collaboration, voice and professional development, LTHS will be in a position where we can build upon an already strong foundation to strengthen our staff, which will also work to provide the most positive and meaningful experiences for our students as possible.
Attract, recruit, hire, mentor and support strong employees who reflect the LT community and commit to our mission, vision, core values, and goals.	It is a goal of District 204 to have a staff that is representative of the students and communities that we serve. Data has shown that there is not the demographic alignment between students and staff, and it is essential to work to continue to explore opportunities to close these gaps. Additionally, it is imperative to provide ongoing support to staff throughout their careers in order to retain strong employees who reflect our community and mission. In this work, we will be exploring additional partnerships with colleges and universities to work with students working toward careers in education, strengthening programs to mentor staff when they join LTHS and by enhancing efforts to support staff throughout their careers.

GOAL 3: Strategy and Related Success Measures

By June 2023

- Establishment of a committee to examine staff gatherings.
- Exploration of what other school districts do to foster collaboration among faculty and staff from different areas.
- Continued evolution of the Induction and Mentoring Program for certified staff.
- Include Portrait of Employee in job descriptions/postings/meeting agendas.
- Follow-up communication to staff (sharing results) after soliciting input and participation.
- Continuation and expansion of staff appreciation days.
- Continuation of C/NC Professional Development Committee.
- Continued and expanded use of Handshake, outreach to colleges/universities with diverse candidates in educational fields.
- Hosting and participating in additional career fairs, both in person and virtually.
- Expansion of screening videos from an equity lens, expansion of implicit bias training.

By June 2024

- Printed “thank you” cards for staff to recognize each other.
- Organization of staff gatherings during the school day on non-regular days (Institute Days, Early Dismissals, etc.)
- Divisional/Schoolwide staff recognition in communications/newsletters/large group settings.
- Consider ways to foster staff and interpersonal connections between the campuses.
- Explore pathways to educator opportunities for students of color.
- Explore pathways for non-certified staff to move into teaching areas.
- Create formal and informal mentoring programs for all workgroups.
- Peer observation of staff in other areas.
- Explore compensation and incentive models for staff.

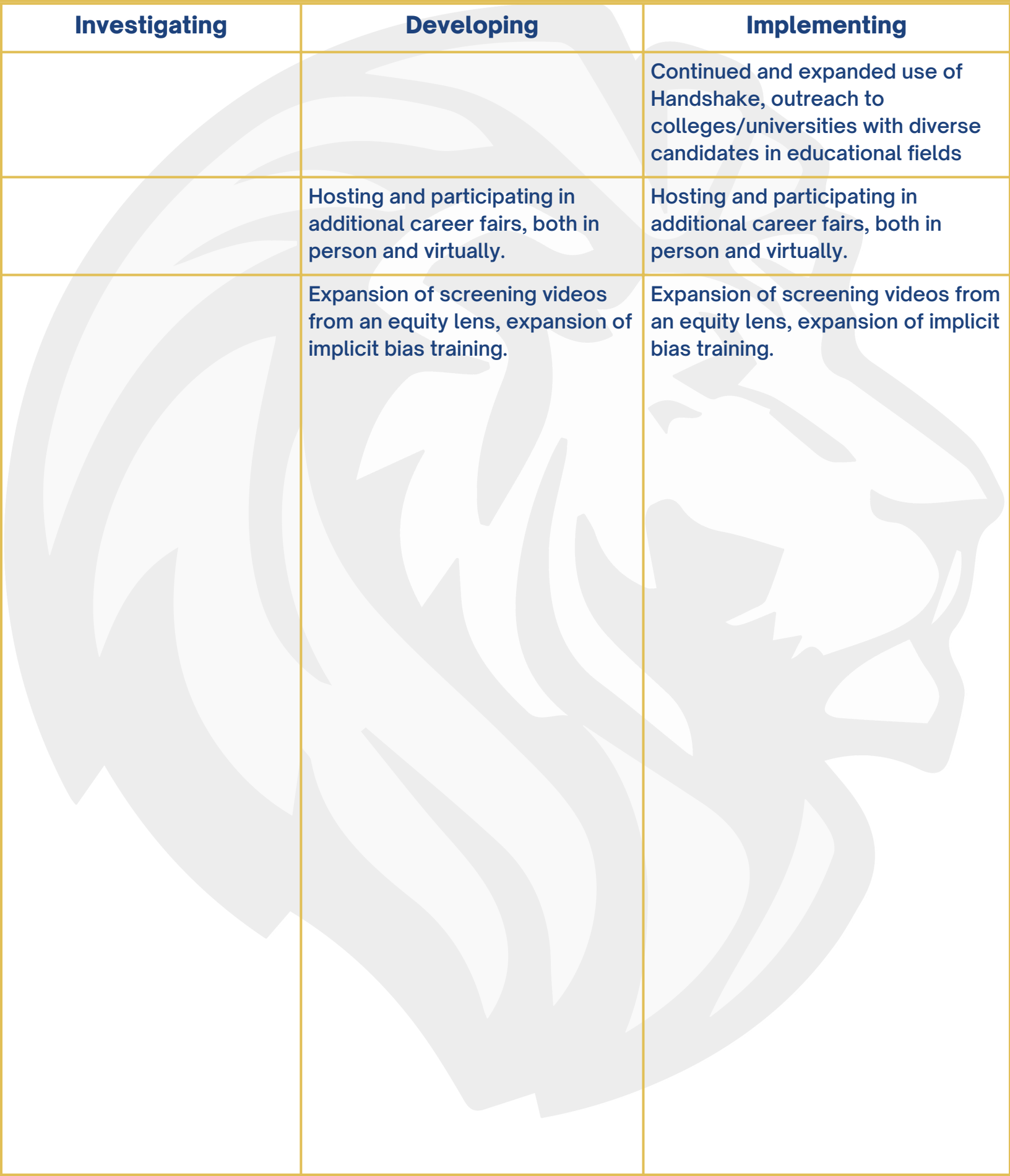
GOAL 3: Strategy Actions for 2022-2023

Strategy 7

Investigating	Developing	Implementing
		Include Portrait of Employee in job descriptions/postings/meeting agendas.
		Follow-up communication to staff (sharing results) after soliciting input and participation.
	Continuation and expansion of staff appreciation days.	Continuation and expansion of staff appreciation days.
	Continuation of C/NC Professional Development Committee.	Continuation of C/NC Professional Development Committee.
		Establishment of a committee to examine staff gatherings.
	Continued evolution of the Induction and Mentoring Program for certified staff.	Continued evolution of the Induction and Mentoring Program for certified staff.
Exploration of what other school districts do to foster collaboration among faculty and staff from different areas.		

GOAL 3: Strategy Actions for 2022-2023

Strategy 8



Investigating	Developing	Implementing
		Continued and expanded use of Handshake, outreach to colleges/universities with diverse candidates in educational fields
	Hosting and participating in additional career fairs, both in person and virtually.	Hosting and participating in additional career fairs, both in person and virtually.
	Expansion of screening videos from an equity lens, expansion of implicit bias training.	Expansion of screening videos from an equity lens, expansion of implicit bias training.