



# Strategic Plan Initiative

**HUMAN CAPITAL — F.1.a:** Design and implement an effective recruitment and retention plan with an emphasis on diversity and inclusion for each employee group.



**SUMMARY** — By enhancing and expanding recruitment and retention of high-quality and diverse workforce, this initiative links to the Human Capital theme of the strategic plan, which supports the six priority student outcomes.

## COMPLETED:

- ✓ Obtain LEADER grant
- ✓ Implement exit surveys
- ✓ Build collaborative community partnerships for referrals
- ✓ Develop affinity groups



## RESOURCES:

- Certification alternative pathways information
- Application support in five languages
- Strategic plan link

*"I didn't even know where to start and I appreciate the district for helping me every step of the way. After many years of trying to navigate this system and working two jobs I can finally say I am a teacher in this country" - Jenny E.*

## COMMUNITY IMPACT:

- Connection with Goodwill Employment Services
- Collaboration with Housing Hope Employment Services
- Over 60 community members hired at classified job fair
- Continual community outreach with job postings going to over 100 Snohomish County agencies

## STAFF IMPACT:

- Personalized support for all employees seeking teaching certificates
- Over 50 classified staff members have begun certification with more than 30% being staff of color
- Staff earning over \$30,000 in scholarships through our college partners for 2022-23 school year
- Bi-annual informational session with staff & our college partners around programs and financial aid options

## QUESTIONS? PLEASE CONTACT:

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# Strategic Plan Initiative

**HUMAN CAPITAL — F.2.a:** Cultivate a culture of excellence that includes career pathways and continuous growth for each employee group.



**SUMMARY** — By enhancing and expanding recruitment and retention of high-quality and diverse workforce, this initiative links to the Human Capital theme of the strategic plan, which supports the six priority student outcomes.

## COMPLETED:

- ✓ Obtain LEADER grant
- ✓ Implement exit surveys
- ✓ Build collaborative community partnerships for referrals
- ✓ Develop affinity groups



## RESOURCES:

- Certification alternative pathways information
- Application support in five languages
- Strategic plan link

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## COMMUNITY IMPACT:

- Connection with Goodwill Employment Services
- Collaboration with Housing Hope Employment Services
- Over 60 community members hired at classified job fair
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## STAFF IMPACT:

- Personalized support for all employees seeking teaching certificates
- Over 50 classified staff members have begun certification with more than 30% being staff of color
- Staff earning over \$30,000 in scholarships through our college partners for 2022-23 school year
- Bi-annual informational session with staff & our college partners around programs and financial aid options

## QUESTIONS? PLEASE CONTACT:

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# Strategic Plan Initiative

**HUMAN CAPITAL — F.2.b:** Ensure an inclusive work environment that promotes wellness, a sense of belonging, engagement and support.



**SUMMARY —** By promoting a culture of learning and well-being for each employee group, this initiative links to the Human Capital theme of the strategic plan, which supports the six priority student outcomes.

## COMPLETED:

- ✓ Develop Wellness Committee and meet regularly
- ✓ Create monthly wellness newsletter and website
- ✓ Offer personal safety classes
- ✓ Implement SmartHealth Workplace Wellness



## RESOURCES:

- Wellness website
- Wellness newsletter
- Personal safety classes flyer
- Strategic plan link

*“Staff well being supports spans all our schools and all our central office departments, in turn supporting each student.”*

## STUDENT IMPACT:

- Healthy staff are better equipped to support students
- When our staff learn as professionals, our students benefit
- We want our staff to thrive to help our students thrive

## STAFF IMPACT:

- There are more options and opportunities to make healthy life choices
- Staff can participate in healthy options together
- The safety class is amazing for personal awareness and protection

## QUESTIONS? PLEASE CONTACT:

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