

PRIORITY 2



HIGH PERFORMING & ENGAGED WORKFORCE

November 14, 2022 | Report to the G-PISD Board of Trustees



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EMPOWER!

Priority 2 Report

November 14, 2022

- ▶ Balanced Scorecard (BSC), Goals 2.1 & 2.2
- ▶ Measuring Progress for Goals
- ▶ Review results for Years 1 & 2
- ▶ What's Working
- ▶ Next Steps



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2021-2025



Balanced Scorecard (BSC)

MISSION: The mission of G-PISD is to educate, inspire, and empower our students to succeed in life and become the next generation of leaders.

PRIORITY 1

Exceptional Student Performance

- 1.1 Annually increase performance in reading for all students and all student groups
- 1.2 Annually increase performance in math for all students and all student groups
- 1.3 Annually increase performance in college, career, and military readiness for all students and all student groups
- 1.4 Annually increase student engagement for all students and all student groups
- 1.5 Annually increase percentage of students who feel safe at school

PRIORITY 2

High Performing and Engaged Workforce

- 2.1 Annually increase the percentage of staff satisfaction
- 2.2 Annually increase the retention rate of highly effective faculty and staff

PRIORITY 3

Quality Service and Impactful Community Engagement

- 3.1 Annually increase the percentage of student satisfaction
- 3.2 Annually increase the percentage of parent/family satisfaction and engagement
- 3.3 Annually increase the percentage of community satisfaction and engagement

PRIORITY 4

Efficient and Effective District and Campus Operations

- 4.1 Annually improve operational processes
- 4.2 Maintain fiscal viability, stewardship, and improve staff knowledge of sustainable budgeting processes
- 4.3 Ensure strategic alignment of resources
- 4.4 Annually improve safety and security

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GOALS



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2.1 - Annually increase the percentage of
STAFF SATISFACTION.

2.2 - Annually increase the retention rate of
HIGHLY EFFECTIVE FACULTY AND STAFF.

Measuring our Progress

ANNUAL SURVEYS



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“[employees] want to feel like who they are matters, that what they do has an impact and they’re making progress (that their work is having an impact and leading them and the organization forward)”

-The Truth About Employee Engagement by Patrick Lencioni

“Happy employees are up to 20% more productive than unhappy employees.”

-Forbes: “Promoting Employee Happiness Benefits Everyone”
by Camille Preston, Ph.D., Dec. 13, 2017

Survey Results

2022: 571 Respondents
2021: 487 Respondents

STRENGTHS *(Top 2 Results - No Change)*

- “I am committed to helping my district achieve its goals.” (4.52 → 4.46)
- “I am proud to work for my district.” (4.50 → 4.40)

OPPORTUNITIES *(Lowest 2 Results - No Change)*

- “I get training I need to be successful.” (3.89 → 3.71)
- “I receive recognition for good work.” (3.86 → 3.80)

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What's Working Well

- ▶ **Recognitions:**
 - ▶ *Monthly Employee Recognitions*
 - ▶ *Rounding Recognition Notes/Letters*
 - ▶ *Continuous Feedback Loop*
 - ▶ *Substitute Rounding & Recognitions*
- ▶ **Training:**
 - ▶ *Redesigned Wildcat Induction (annual calendar)*
 - ▶ *Built-in staff development days based on feedback*
 - ▶ *Coaching for High Performance Refresher Training*
 - ▶ *Rounding to seek input from staff*
- ▶ **Other**
 - ▶ *Teacher Incentive Allotment Data Capture Year & Phase 2 Planning*

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Next Steps

- ▶ *Continue & Refine Calibration Walkthroughs*
- ▶ *Continue offering Professional Development based on staff feedback*
- ▶ *Continue HR Roundtables throughout year*
- ▶ *Data analysis of staff retention/turnover and staff evaluations vs work output/results*
- ▶ *Develop Phase 2 of Teacher Incentive Allotment(TIA) & submit application*
- ▶ *Analyze Teacher and Student data for TIA submission*

PURPOSE:

Give our staff a VOICE to drive continuous improvement across THEIR district, THEIR schools.

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Thank you!

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