Annually, staff morale will improve as staff feel valued, safe, and supported to do their work successfully.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
Current methods of recognition will be reviewed and others will be developed to honor and acknowledge staff.	X	X			
Communications to staff will be enhanced (e.g., website, newsletter) along with methods of collaboration for increased opportunities for dialog and learning.	X	X	X		
A committee will be created to develop strategies for the district to improve staff morale.		X	X	X	
Safety policies, procedures, incidents, and concerns will be analyzed at all district sites to establish upgrades to security and protocols (audit).	X	X	X		

Activities and Milestones	Strategic Planning 2023-2024											
	July	August	September	October	November	December	January	February	March	April	May	June
Develop a subcommittee to determine past/current practices of recognition and from current department heads/school leaders.			X	X	X							
Develop surveys to determine the current status of employee morale/value.						X	X	X				
Analyze data from the current practice and impact survey to determine next steps.									X	X	X	
Solicit members for a districtwide recognition committee for 2024–25.											X	
Acquire accurate information about salary and benefits for all positions for FY24.	X	X	X									
Identify a variety of communication methods to distribute the salary and benefits information.	X	X	X									
Investigate an electronic/online feature for employees to ask benefit questions.								X	X	X		
Coordinate informational seminars for employees on topics of interest.									X	X	X	
After the safety audit is received, a committee will be created to review the findings.				X	X	X	X	X	X	X	X	

Activities and Milestones	July	August	September	October	November	December	January	February	March	April	May	June
Strategic Planning 2023-2024												
Review by HR to determine what parts of the Code of Conduct need to be addressed.							X	X	X			
Develop a plan to communicate the Code of Conduct to staff.										X	X	X
Meet quarterly to review data and adjust the plan based on progress and data.				X			X		X			X