

Recruitment/Retention/Celebration of Staff

Board Committee UPDATE

Board Members Luan Statham & Rod Scherpe
Assistant Superintendent Mindi Ritchie

October 6th, 2025



Board Committee Goals and Purpose

01 RECRUITMENT

- Develop and implement effective recruitment strategies, enhance materials, recruit minority applicants, and improve partnerships with educational institutions

02 RETENTION

- Foster a supportive work environment, create work-life balance initiatives, create pathways for employee feedback, and develop pathways for career growth

03 STAFF CELEBRATION

- Continue staff recognition programs, promote adult SEL and improved morale, increase community engagement, conduct wellness and appreciation events and celebrations

04 DATA-DRIVEN DECISION-MAKING

- Monitor and analyze data, adjust strategies as needed

Recap: Current Initiatives

Teacher Vacancy Grant

Professional Development

Shine in #205/Choose to Thrive

Enhanced Onboarding

Contractual “Perks”

Grow Our Own
Program



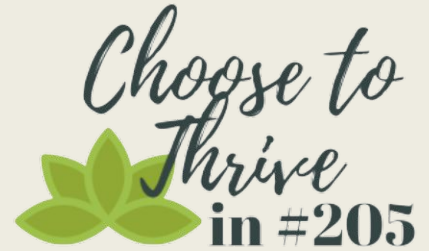
Streaks Swag & Staff
Appreciation Gifts

Recap: Initiatives in Place

Choose to Thrive in #205

FOCUS: Adult Wellness/Staff Recruiting, Retention and Appreciation

GOAL: To give staff the time to fill their cups and learn, while having fun with their peers (physically, mentally, socially, and/or professionally)



Year 1: 2022

200+ attendees
11 Vendors



Year 3: 2024

400+ attendees
45+ Vendors Contacted



Year 4: 2024

Save the date: March 4, 2026

Current Committee Focus

**SALARY ENHANCEMENT WORK WITH
THE GEA**

STAFF CELEBRATION: #205PRIDE

**FULLY CERTIFIED CLASSROOM
UPDATE**

**MENTORING/NEW EDUCATOR
ORIENTATION UPDATE**

Staff Perception Analysis

OBJECTIVE:

To use data from our staff to inform our decisions.

HOW IT WORKS:

1. We deploy short surveys to new hires at days 30, 90, and 120 days from the start of the school year
2. We respond to the needs presented in the surveys, for example, if there are curriculum coaches, a principal or coach assists.
3. Additionally, we have enhanced our exit summaries so that we may look at trends and causes for why individuals leave. We are looking at this data at the building level.
4. Leadership is important to retention, so I am working with administrators on best practices in regards to staff retention.



Recruitment/Retention/Celebration of Staff

BOARD COMMITTEE

**Comments/
Questions?**

