





















### Strategic Goal #3

Retain and recruit highly qualified staff who work to ensure the success of every student.

Objective 1	Implementation Timeline																				
<b><i>Kenosha Unified School District will demonstrate improved efficiency in the recruitment/hiring process.</i></b>  <b>Measure:</b> Document improvements to the recruitment/ hiring process.	2017-2018				2018-2019				2019-2020				2020-2021				2021-2022				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
<b>Initiative 1.1</b> Develop a flowchart outlining all steps and timelines in an active recruitment and hiring process.																					
<b>Initiative 1.2</b> Collect baseline data and set targets for improved hiring and efficiency.																					
Objective 2	Implementation Timeline																				
<b><i>Diversity of employees will more closely reflect student demographic.</i></b>  <b>Measure:</b> Decrease in difference between the percent of staff in under-represented groups compared to student demographics.	2017-2018				2018-2019				2019-2020				2020-2021				2021-2022				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
<b>Initiative 2.1</b> Create and implement strategies designed to attract qualified candidates from under-represented groups.																					
<b>Initiative 2.2</b> Collect and analyze data on strategies developed in initiative 2.1.																					
Objective 3	Implementation Timeline																				
<b><i>Ninety-five percent or more of all candidates hired by the District will be identified as "highly qualified" as determined by a standardized practice.</i></b>  <b>Measure:</b> Percent of position recruitments that result in at least three highly qualified (and certified when required) candidates based upon performance on a standardized pre-employment assessment.	2017-2018				2018-2019				2019-2020				2020-2021				2021-2022				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
<b>Initiative 3.1</b> Identify a measurement tool, to collect baseline data pertaining to "highly qualified" candidates, for analyzing improved efficient hiring.																					

Objective 3	Implementation Timeline																				
<p><b>Ninety-five percent or more of all candidates hired by the District will be identified as “highly qualified” as determined by a standardized practice.</b></p> <p><b>Measure:</b> Percent of position recruitments that result in at least three highly qualified (and certified when required) candidates based upon performance on a standardized pre-employment assessment.</p>	2017-2018				2018-2019				2019-2020				2020-2021				2021-2022				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
<p><b>Initiative 3.2</b> Develop standard practices and provide training to hiring managers that enhance candidate screening and assessment process.</p>																					
Objective 4	Implementation Timeline																				
<p><b>Employees with less than five years of service in the District will be actively engaged in a targeted employee support program.</b></p> <p><b>Measure:</b> Percent of employees with less than five years of service within the District who are actively engaged in a targeted employee support program.</p>	2017-2018				2018-2019				2019-2020				2020-2021				2021-2022				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
<p><b>Initiative 4.1</b> All new hires to the District will participate in an introductory and orientation program.</p>																					
<p><b>Initiative 4.2</b> Evaluate staff mentoring and new employee support programs for effectiveness and potential expansion.</p>																					
Objective 5	Implementation Timeline																				
<p><b>Kenosha Unified School District will utilize an *Employee Value Proposition to attract and retain highly qualified staff that ensures the success of every student.</b></p> <p><b>Measure:</b> Kenosha Unified School District staff engagement index.</p> <p>*Employee value proposition (EVP) is defined as a unique set of offerings, associations and values to positively influence target candidates and employees. An organization needs a unique employee offer. The EVP gives current and future employees a reason to work for an employer and reflects the organization’s competitive advantage. An EVP is also core to the employer brand.</p>	2017-2018				2018-2019				2019-2020				2020-2021				2021-2022				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
<p><b>Initiative 5.1</b> Create a competitive compensation plan that reflects the values of the District.</p>																					

Objective 5	Implementation Timeline																			
<p><b>Kenosha Unified School District will utilize an *Employee Value Proposition to attract and retain highly qualified staff that ensures the success of every student.</b></p> <p><b>Measure:</b> Kenosha Unified School District staff engagement index.</p> <p>*Employee value proposition (EVP) is defined as a unique set of offerings, associations and values to positively influence target candidates and employees. An organization needs a unique employee offer. The EVP gives current and future employees a reason to work for an employer and reflects the organization's competitive advantage. An EVP is also core to the employer brand.</p>	2017-2018				2018-2019				2019-2020				2020-2021				2021-2022			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<p><b>Initiative 5.2</b> Create, implement and analyze an employee value proposition for the District.</p>																				
<p><b>Initiative 5.3</b> Develop marketing material to promote the District's EVP.</p>																				
<p><b>Initiative 5.4</b> Define "Professional Development/ Learning" and identify strategies and resources to non-teaching support staff.</p>																				
<p><b>Initiative 5.5</b> Define potential career pathways for employees that might be supported through professional development and advancement opportunities.</p>																				

\* = projected completion date