

Staff Report



February 26, 2019

To: Board of Education (Public Meeting)
From: Kevin Godden, Superintendent/CEO
Re: **Human Resources Operational Plan – Progress Report**

RECOMMENDATION:

THAT, with respect to the Abbotsford School District's 2016-20 Strategic Plan Strategic Goal 4, Increase Employee Performance and Engagement and Strategic Goal 7, Improve Organizational Health:

- Objective 4.1: Increase engagement and retention of employees
- Objective 7.1: Increase the health and well-being of employees

the Board of Education finds that the school district is making reasonable progress toward achieving desired results.

BACKGROUND:

Michele Radomski, Associate Superintendent, Human Resources will provide a progress report to the Board highlighting achievements related to Strategic Goal 4: Employee performance and engagement and Strategic Goal 7: Organizational health. The progress report will outline specific performance measures along with an update on operations of the Human Resources department.

Trustees are asked to review the attached *Report on Goals 4 and 7* from the district's 2016-2020 Strategic Plan in advance of the presentation.



HUMAN RESOURCES

2016-2020 STRATEGIC PLAN

Executive Summary w/Progress for FY18/19

As of February 22, 2019

HUMAN RESOURCES - DETAIL

PROGRESSIVE WORKFORCE STRATEGIC GOALS & OBJECTIVES

4 EMPLOYEE PERFORMANCE & ENGAGEMENT: Increase employee performance and engagement.

4.1 NEW EMPLOYEES: Increase engagement and retention of employees (06/30/20)

Measure: employee turnover

4%

On Target

Target: 6.1%

STRATEGIES	TARGET, MEASURE	ACTUAL	STATUS
4.1.1 Improve professional growth offerings for new employees	2,500 number of staff participation in growth offerings	1225	On Target As of 02/22/19
4.1.2 Enhance employee orientation and design improvements to onboarding	project % completion	75%	On Target As of 02/22/19
4.1.3 Design job banding framework for compensation of support staff	project % completion	50%	On Target As of 02/22/19

5 TEACHING EXCELLENCE: Achieve excellence in teaching.

5.1 Instructional Strategies: Increase the utilization of effective competency based instructional strategies to improve quality of instruction (Curriculum) (06/30/20)

Measure: Number of teachers utilizing competency based instructional strategies.

71%

On Target

Target: 80%

STRATEGIES	TARGET, MEASURE	ACTUAL	STATUS
5.1.1 Develop teacher competencies through implementation of growth plans (Human Resources)	75% % of Teachers with active growth plans	38%	On Target As of 02/22/19

7 ORGANIZATIONAL HEALTH: Improve organizational health.

7.1 EMPLOYEE WELL-BEING: Increase the health and well-being of employees (06/30/20)

Measure: Employee absences (average days per employee, per year)

Target: 1% reduction

.87% increase per employee, per year

Off Target

STRATEGIES	TARGET, MEASURE	ACTUAL	STATUS
7.1.1 Assess employee health and well-being (i.e. employee survey)	70% % of employees rating overall health as good		Not Started As of 02/22/19
7.1.2 Increase utilization of Employee Assistance Programs	1% increase employees using EAP	9.6% increase	On Target As of 02/22/19
7.1.3 Implement Bring Your Best Program to develop overall organizational health	1% reduction Employee absences (avg/ee/year)	.87% increase per employee, per year	Off Target As of 02/22/19
7.1.4 Develop and implement an effective and Worksafe-compliant Occupational Health & Safety program	1% reduction injury rate	14.8% reduction	On Target As of 02/22/19