



2024-2029

STRATEGIC PLAN



Strategic Plan Update

Goal Area 3: Recruit, Develop, and Retain Talent

November 10, 2025

Implementation Chart - Goal Area 3

Performance Objective 1: Recruit and hire a diverse and highly qualified workforce that reflects a world-class, innovative talent pool.	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
3.1.a: Implement a comprehensive recruitment plan to secure a pool of qualified candidates. This plan should identify target audiences, utilize various recruitment channels, and streamline the application process.	I	R	R	R	R
3.1.b: Increase investment in recruiting pipelines by marketing and communicating through all social media platforms.	I	R	R	R	R
3.1.c: Strengthen partnerships with traditional and non-traditional universities.	I	R	R	R	R
3.1.d: Offer a competitive compensation structure and employee incentive program.	I	R	R	R	R
3.1.e: Enhance the diversity, stability, and quality of the teaching workforce through the IGNITE Residency Program.	I	R	R	R	R

Key:

Not Started	NS	Planning	P	Initial Implementation	I	Continuous Refinement	R
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Implementation Chart - Goal Area 3

Performance Objective 1: Recruit and hire a diverse and highly qualified workforce that reflects a world-class, innovative talent pool.

- Partnership developed with Teach for America, where 54 teachers were hired across the district in multiple content areas and grade bands.
- Visiting Colleges of Education at multiple universities to recruit and forge partnerships.
- LinkedIn Recruiter and Indeed recruitment platforms to enhance the digital footprint of job postings within the district.
- Developed detailed job descriptions that speak directly to the work to be performed to ensure that we hire qualified people for the right roles.
- Revisiting job description requirements for staff in the Operations Division to create a pipeline for growth within the organization.
- Maintain market competitiveness with the compensation structure to aid in attracting candidates.

Key:

Not Started	NS	Planning	P	Initial Implementation	I	Continuous Refinement	R
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Implementation Chart - Goal Area 3

Performance Objective 2: Develop high performing staff to ensure quality teaching and learning outcomes, an innovative workforce, and visionary leaders	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
3.2.e: Ensure all newly hired leaders receive mandatory training in engagement and performance management practices.	I	R	R	R	R

- Provide SuperEval training to district-level leaders.
- Provide Teacher Keys Effectiveness System (TKES) and Leader Keys Effectiveness System (LKES) training and credentialing to newly appointed principals and assistant principals.
- Provide training to all leaders in implementing the DeKalb Keys Effectiveness System(DKES)



Implementation Chart - Goal Area 3

Performance Objective 3: Retain highly effective staff in critical needs positions to ensure the sustainability and efficiency of integral district programs and services.	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
3.3.a: Implement a comprehensive employee retention plan.	I	R	R	R	R
3.3.b: Develop and implement programs that elevate, celebrate, and recognize employee experience.	I	R	R	R	R

- Honor 40 employees across the district through the *Difference Maker Campaign* by recognizing 10 employees per quarter.
- Sponsor a Provider Fair for all teachers on waivers and provisional certificates to provide information on teacher education programs and GACE preparation. This will aid in retaining staff and assist in determining next steps/employability for the 2026-2027 school year.
- Ensure that we are compensating our employees through an effective and efficient compensation structure.

Key:

Not Started	NS	Planning	P	Initial Implementation	I	Continuous Refinement	R
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Implementation Chart - Goal Area 3

Performance Objective 4: Develop employee pipelines for key staff positions to ensure the long-term viability of essential programs and services.	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
3.4.d: Empower current and future high-quality employees to design their professional learning aligned with their career aspirations.	I	R	R	R	R

- **Para-to-Teacher Apprenticeship Program** - Two-year program that supports paraprofessionals in earning their bachelor’s degrees in Elementary Education or Mild to Moderate Special Education while continuing in their current roles.
- **IGNITE Teacher Residency Program** - One-year program that supports individuals with a Bachelor's in non-education fields to obtain a Master's of Arts in Teaching.
- **ASPIRE Program** – Teacher pipeline focused on graduating seniors interested in education.

Key:

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