Strategic Plan Priority 3 Update: Exemplary Staff

OCS will recruit, hire, support and retain culturally proficient and high-quality staff committed to providing all students with an excellent education in a welcoming environment.

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Orange County Schools
NORTH CAROLINA

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OCS 2021-2026 Strategic Plan



Teaching Tomorrow's Leaders

Exemplary Staff



EQUITY



Excellence and Efficiency

Empowering Culture



Strategic Plan Priority 3:

Links to Equity Plan Goals

Equity Plan Goal 3:

Build the equity leadership capacity of district leaders, administrators, teachers, staff and the OCS School Board by developing equity-oriented leadership skills, mindsets, and knowledge.

Equity Plan Goal 4:

Recruit, hire, support and retain teacher and staff that reflect the racial and language diversity of the student population.

Priority 3: Current Goals

Strategic Plan Priority 3: Goal One

Orange County Schools teacher retention rate of 81.9% will increase

Strategies:

- Create staff affinity groups that will promote inclusiveness, community, and provide relevant PD for staff.
- Obtain feedback from the superintendent's round table to provide more transparency to staff and gain trust with OCS employees. School representatives will consist of teacher's of the year, classified staff and principal's.
- Utilize 360 survey data to address areas that are presented as not inclusive and equitable. The survey data will be analyzed yearly to evaluate needed changes and focus areas.

Strategic Plan Priority 3: Goal One

Orange County Schools teacher retention rate of 81.9% will increase

Key Performance Indicators

Year	Targets	Actuals	Notes
20-21	N/A	N/A	Drafted Plan
21-22	N/A	81.9%	Increase 4 percentage points every 2 yrs. 2022 State attrition rate was 11.1%
22-23	83.0%	80.4%	No change or declined
23-24	85.3%		Data has not been released
24-25	87.6%		
25-26	89.9%		

Strategic Plan Priority 3: Goal Two

Staff retention rate for teachers of color will increase.

Strategies:

- Create staff affinity groups that will promote inclusiveness, community and provide relevant PD for staff.
- Identify teacher leaders of color through EVAAS, NCEES, OCS observation and staff proposals to lead professional development and/or become facilitators, coordinators and instructional coaches.
- Establish a cohort of veteran staff of color to mentor new staff of color to provide mentorship, community, and partnership as they navigate OCS.

Strategic Plan Priority 3: Goal Two

Staff retention rate for teachers of color will increase.

Key Performance Indicators:

Year	Targets	Actuals	Notes
20-21	N/A	N/A	
21-22	N/A	86.5%	Baseline Data - Increase 3% every 2 yrs.
22-23	87.7%	81.8%	No change or declined
23-24	90.0%	90.4%	Unofficial OCS record, no DPI file yet
24-25	94.2%		
25-26	94.8%		

Strategic Plan Priority 3: Goal Three

Representation gap between staff and students, specifically between Hispanic students and teachers, will narrow.

Key Performance Indicators:

Year	Targets	Actuals	Notes
20-21	N/A	N/A	Increase 3% every 2 years to 17%
21-22	N/A	**21.5%**	Baseline Data
22-23	20.9%	22.5%	No change or declined
23-24	19.6%	20.91%	October 2024 data
24-25	18.3%		
25-26	17%		

Strategic Plan Priority 3:

Exemplary Staff

Current Goals

- **Goal I:** Increase teacher retention rate
- **Goal II:** Increase teacher of color retention rate
- **Goal III:** Representation gap narrows between staff and students

Recommended Goal Amendments

- **Goal I: By June 2026, Proficient Teacher Retention Rate to be above the NC State Average (89.9%)**
- **Goal II: By June 2026, create and implement annual OCS Employee Survey resulting in 90% of ALL employee subgroups indicating that OCS is a good place to work and grow.**
- **Goal III: By June 2026, at least 90% of all vacancies filled within 60 workdays.**

Priority 3: Recommended Goal Amendments

Strategic Plan Priority 3

Goal I:By June 2026, Proficient Teacher Retention Rate to be above the NC State Average (89.9%)

Strategies

- Continue resource/affinity groups to support all teachers
- NBCT and EdTPA reimbursement and support
- Teacher Licensure Renewal Reimbursements
- HR - EC collaborations to support beginning EC teachers.
- Free Pearson & Praxis Test classes and paid fees for licensure tests
- Tuition Reimbursements for Alternatively Licensed employees
- Increase HR accessibility
- Increase Teacher Recognitions via Teacher of the Month Program
- Investigate viability of Advanced Teacher Roles in OCS
- Teaching Fellows District Grant - PD for beginning teachers, opportunity for state and/or national conferences

Strategic Plan Priority 3

Goal II: By June 2026, create and implement annual OCS Employee Survey resulting in 90% of all employees and employee subgroups indicating that OCS is a good place to work and grow.

Strategies

- Employee Onboarding Process improvements
- Begin Classified Employee of the Month Award
- Increase HR Accessibility
- Onboarding modules/training for specific OCS positions
- Increase HR PD offerings and collaborations (AP Academy, Operations, Finance, etc.)
- Constant monitoring and updating of BT support and processes
- Reinvigorating TOY and Retiree Celebrations
- Continue resource/affinity groups to support all teachers
- Reimbursements for Spanish classes at Durham Tech

Strategic Plan Priority 3

Goal III: By June 2026, at least 90% of all vacancies filled within 60 workdays.

Strategies

- Continue best practices by HR staffing team and OCS leaders to create and maintain pipeline and contact with OCS applicants
- Increased emphasis on bus driver vacancies and substitute fill rates
- Increase pool of OCS employees with CDLs
- Outreach and Collaboration with OCDSS
- Continue partnerships with local universities such as UNC-CH, NCSU, and Durham Tech to increase numbers of student teachers, interns, and cohorts at OCS schools
- Use OCS properties and staff to help recruit locally.

Strategic Plan Priority 3: Action Item

Adopt Recommended Goal Amendments

Current Goals

- **Goal I:** Increase teacher retention rate
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Questions?



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