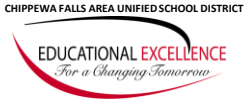




District Culture: Promoting HR as a Positive Aspect of the District
December 3, 2020



1

Strategic Planning and Staff Engagement Survey

- Focus on People Strand within Strategic Plan
 - "I am proud of our District" -- 4.09
 - "I would recommend this District to others seeking employment" -- 3.93
 - "It would take a lot to get me to leave this District" -- 3.73



Our Mission ... To advance student learning, achievement, and success.

2

Newsletter and Website Additions for Contacts

- Implementation of Human Resources Newsletter: [People Resources](#)
 - Important announcements
 - Monthly cycle
 - Invited Payroll and Business Office to contribute
 - Proactive focus of the communication
- Website additions
 - Photos of all staff -- Personal connection
 - Contact list for who to contact on various topics
 - Future focus on additional content to provide staff 24/7 access to info
 - Future focus on benefit related education through the Insurance Committee design



3

People Connect Program

- Go to the PEOPLE
- Easy Access
- Adds the Human to Human Resources



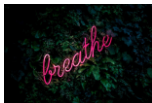
4

Wellness Offerings on PD Days



Self-Care

Dr. Mac - Secondary Trauma Class



5



6



7

Fred Factor: Mark Sanborn



8

Promote your Brand!

- Strategic Plan
- HR Newsletters
- Virtual Hours for your Admin Staff -
- Attaching FAQ documents to your Email tagline
- Rounding
- Building Office Hours
- VIP Experience



9

Rounding w/ Leadership

1. What's going well from your perspective in HR?
2. Is there anything that we could improve upon?
3. Do you have everything you need to assist your staff?
4. Is there anyone you'd like to recognize?

KEY BENEFITS

- Build Relationships
- Engage Employees
- Showcase What's Going Well
- Identify Improvements
- Recognize and Reward Good Work
- Spark Connection

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Feedback Survey in Email signature

Best regards,
Rachelle

[Rachelle Welcomes Your Feedback!](#) Please complete this short, 2-question survey on your experience today.

Overall, how satisfied were you with today's customer service experience?

Extremely satisfied

Somewhat satisfied

Neither satisfied nor dissatisfied

Somewhat dissatisfied

Extremely dissatisfied

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Promote your Brand!

- Strategic Plan
- [HR Newsletters](#)
- Virtual Hours for your Admin Staff - Google Appointment Slots
- Attaching FAQ documents to your Email tagline
- Rounding
- School Building Office Hours
- Feedback survey
- VIP Experience

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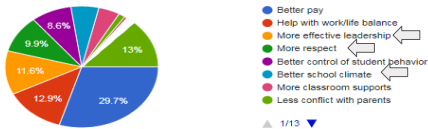
We are here to make great things happen for **Our People!**



19

What can HR Highlight and Promote? Ask

If you answered "Yes" to the previous question, what would be most likely to convince you to stay?
13,185 responses



20

Promoting HR through Employee Understanding & Satisfaction of Benefits



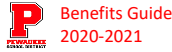
Be A Proactive Resource

Supporting Action: To increase the frequency and quality of communication to staff regarding benefits. The focus on sharing information related to benefits allowing staff to have greater utilization and engagement.

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Employee Engagement Survey and Communication

- Analyze and Respond to Employee Engagement Survey
- Communicate regularly through the monthly Wellness Connection to all staff
- Develop New Staff Mid-Year Benefit Learning Session & the addition of Voluntary Benefits
- Conduct Benefit Counselor Sessions & Deploy Staff Benefit Guide



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Engagement Key Measures And Progress



Employee Engagement Wellness Survey

Overall Understanding of Benefits = +14%
"Fully Understand" went from 5.5% to 15.3%

Health Insurance Satisfaction = +7%
Dental coverage Satisfaction = +9%
"Very Satisfied" went from 15.6% to 32%

Overall Satisfaction = +11% to 88%

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etf Positive Aspects of the HR - Next Steps



Continue to Execute:

- ❖ Communicate using Monthly Wellness Connection
- ❖ Benefit Counselor Mtgs
- ❖ Conduct Learning Sessions and New Teacher Support

Continue to Build:

- ❖ WRS and Financial Wellness Topics and possibly Pet Insurance
- ❖ The Fall 2020 Survey indicated satisfaction and understanding re: Financial Wellness in the 60% range. This data point needs to improve.
- ❖ Construction of District Wellness Site

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We Appreciate your Time and Engagement!!!



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