

Student & Staff Support - School Board Summary

GOALS & OBJECTIVES

5/18/26

1. Promote, model, and maintain a positive workplace where all employees feel valued, recognized, and connected to the school community.

- a. Increase staff recognition by implementing practices that highlight contributions from all employee groups (licensed, paraprofessional, substitute, custodial, food service, administration, and office staff)
- B. Offer staff a chance to take an annual climate survey and use results to create action steps that improve perceptions of respect and collaboration across departments.
- e. Establish regular opportunities for staff feedback and cross-role collaboration.

2. Hire, train, support, and retain highly qualified staff, including substitutes, paraprofessionals, maintenance staff, and other essential personnel.

- a. Enhance C-I's employee recruitment efforts by developing partnerships with universities, local businesses, and other community organizations to increase applicant pools for hard-to-fill positions.
- b. Improve C-I's onboarding and support of new C-I staff members by implementing structured onboarding, mentoring, and training programs to ensure new employees are prepared and feel supported in their new roles.
- c. Increase employee retention by monitoring retention data as well as exit interviews to identify and address factors affecting job satisfaction and employee turnover.

3. Ensure all students have access to rigorous academic opportunities and the support needed to achieve grade level success and beyond.

- a. Maintain and enhance access to college credit courses, elective opportunities, and enrichment classes.
- b. Strengthen academic interventions by ensuring the use of evidence-based supports in reading, math, and behavior.
- c. Ensure the use of student data to identify needs of students to improve participation, achievement, and staff decision-making.

4. Strengthen partnerships with families through timely, transparent, and meaningful communication.

- a. Maintain consistent communication by ensuring families receive regular updates about student progress, school events, and district initiatives through multiple communication channels.
- b. Increase family engagement by expanding opportunities for family involvement in school decision-making and feedback processes.
- c. Improve accessibility and responsiveness to the needs of families using our student information system as a vehicle of communication for all things "C-I".