

PRIORITY 2



HIGH PERFORMING & ENGAGED WORKFORCE

September 21, 2026 | Report to the G-PISD Board of Trustees



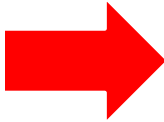
PRIORITY 2



HIGH PERFORMING & ENGAGED WORKFORCE

Priority 2

GOALS



Educate.
Inspire.
EMPOWER!

2.1 - Annually increase the percentage of staff satisfaction

2.2 - Annually increase the retention rate of highly effective faculty and staff

- ▶ Celebrations
- ▶ Goal Progress Data
- ▶ Performance Interpretations
 - Bright Spots
 - Areas for Growth
- ▶ Adjustments and Next Steps
 - ▶ What Did We Do?
 - ▶ What Happened?
 - ▶ What is our Plan?

**PRIORITY
2**



**HIGH PERFORMING &
ENGAGED WORKFORCE**



**Educate.
Inspire.
EMPOWER!**

PRIORITY 2

Celebrations



Educate.
Inspire.
EMPOWER!



Goal Progress Data



on track



progressing



off track



Balanced scorecard: Goal 2.1

- ▶ Uphold and promote recognition and appreciation initiatives (e.g. PAWSitive Praise, Perfect Attendance, Service Awards, Etc.)
- ▶ Expand on the "Health and Wellness" program to include district activities that promote a positive work-life balance



Performance Interpretations



Bright Spots		
PAWSitive Praise Submissions		
2024-2025	2025-2026	2026-2027
1,707	1,949	348



Performance Interpretations



Bright Spots

Teacher Incentive Allotment (TIA)

School Year	Number of Teachers	Total Allotment	Eligible Courses
2022-2023	n/a	n/a	54
2023-2024	76	\$747,478	54
2024-2025	116	\$1,153,600	61
2025-2026	149	\$1,424,606	74
2026-2027			114



Performance Interpretations



Bright Spots

Service Awards and Retiree Recognitions

School Year	5 yrs. Service	10 yrs. Service	15 yrs. Service	20 yrs. Service	25 yrs. Service	30 yrs. Service	Total	Retirees
2024-2025	37	35	4	11	11	0	98	16
2025-2026	83	24	8	12	2	5	134	25



Performance Interpretations



Bright Spots		
Exit Survey Data		
School Year	Respondents	Responded Excellent/Good
2024-2025	61%	82%
2025-2026	61%	87%



Performance Interpretations



Bright Spots

Health and Wellness Program

2025/2026 Current EAP Data				Medical Coverage			
Measure	Q1 2025	Q1 2026	% increase	Measure	2025-2026	2026-2027	Change
EAP Files	5	32	540%	Eligible	812	838	3.2%
Counseling	3	26	767%	Medical	477	504	5.7%
Through HR	3	9	200%	Participation Rate	58.7%	60.1%	1.4%



Performance Interpretations



Areas For Growth

Teacher Incentive Allotment (TIA) – Every teacher has the opportunity to teach in an eligible course

Exit Survey – Increase the number of employees completing the survey

Health and Wellness- Expand upon initiatives, events, and overall engagement

Adjustments and Next Steps



What Did We Do? (Strategies)	What Happened? (Results)	What Is Our Plan? (Strategic Adjustments)
Maintained current salary Provided a \$3,000 one-time pay increase	Continued efforts to reduce the Percentage of the District Budget allocated to Salaries and Benefits	TASB Staffing and Salary Study- Analyze staffing levels, pay structures, internal equity, and market competitiveness
Teacher Incentive Allotment (TIA) - 5 Year Cycle	5 Year application will end this year	Fall – Stakeholder Feedback over local designation system Spring – Submit Application
Long-Range Compensation Planning Committee	Guided District in Compensation and Benefit decisions	Will be incorporated with the New Financial Advisory Committee

Thank you!

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