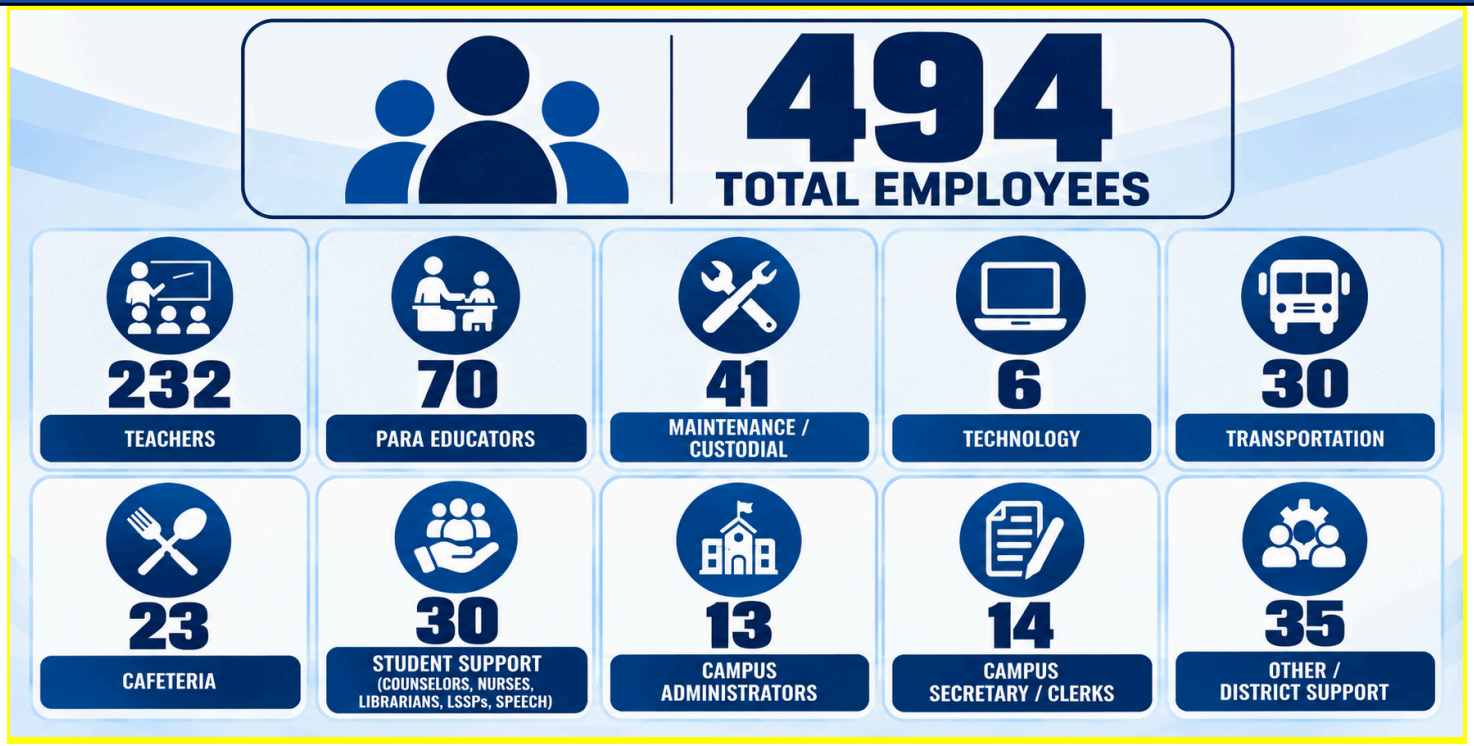
LA VERNIA ISD

Department Strategic Plan Progress Update

Every Campus. Every Student. Every Day.

Department:	Human Resources	Director/Lead:	Shelley Keck

HR SNAP SHOT (DATA):



PROGRESS AT A GLANCE

Goal	Current Result	Evidence

Goal 1: 100% of LVISD employees will complete all required compliance training and acknowledge district policy and procedure updates within designated timelines resulting in increased employee compliance and awareness of organizational expectations as measured by training records, policy acknowledgment documentation, and employee feedback.

- [x] On track
- [ ] Needs attention

Goal 2: Improve employee retention and engagement through consistent communication, meaningful feedback, and employee recognition opportunities; resulting in increased employee satisfaction and retention as measured by employee engagement survey results, retention data, and participation in recognition activities.

- [x] On track
- [ ] Needs attention

PROGRESS UPDATE

What progress has been made toward the goals?

Goal 1:

- 10 courses are offered through online training for required compliance. Employees must finish by November 13.
- All employees receive the handbook and acknowledge it through an online signature in their employee portal.

Goal 2:

- New Central Office “Road Show” started this year to offer face to face time of support, feedback, open communication
- We will continue with TIA recognition, Employee Banquet, and each campus shout out system to recognize employees.
- We gather input through surveys, exit interviews, 30/60/90 day check ins.

EVIDENCE OF PROGRESS

What data or evidence demonstrates progress?

- Reports within TalentED and Eduhero Systems.
- Reduced turnover rates

STRATEGIC ACTIONS UPDATE

Strategic Action	Progress / Result *(Complete, In- Progress, On- Going, Not-yet, N/A)*
Provide onboarding and annual required training for all employees.	Complete
Communicate policy and procedure updates.	On Going
Track training completion.	On Going
Send reminders and provide follow-up training.	On Going
Conduct annual surveys and share results.	On Going
Provide opportunities for employee feedback.	On Going
Recognize employee achievements and years of service.	On Going
Conduct stay and exit interviews to identify trends.	On Going

HIGHLIGHTS & IMPACT

What is working well? One of our greatest successes this year has been teacher retention, with the lowest teacher turnover rate we have experienced in the past five years. This stability has had a significant positive impact on our campus, allowing us to begin the school year

more smoothly and efficiently than ever before. Having experienced teachers return has provided consistency for students, strengthened relationships among staff, and allowed our teams to build on the progress and successes of previous years. With fewer new staff members to onboard, we were able to focus more time and energy on instructional planning, collaboration, and meeting the needs of our students from the very beginning of the year.

We recognize that retaining high-quality teachers is essential to maintaining a positive school culture and improving student achievement. Moving forward, we will continue to prioritize staff support, open communication, meaningful recognition, and opportunities for professional growth. Our goal is to maintain a positive and supportive work environment where teachers feel valued, appreciated, and motivated to remain part of our school community.

CHALLENGES / BARRIERS

What challenges, if any, may impact achievement of the goal?

- We recognize that compensation plays an important role in employee satisfaction and retention, and we want our staff to know this remains a top priority. Despite financial limitations, we will continue to evaluate our compensation plan, explore opportunities for improvement, and make fiscally responsible decisions that demonstrate our commitment to supporting and valuing our employees.

NEXT STEPS

What will you focus on moving forward?

- Moving forward, we will remain proactive in staying informed of legislative updates and their potential impact on our district and staff. We will also continue to prioritize employee recognition by celebrating the dedication, hard work, and contributions of our outstanding team members at the local level. Additionally, we will seek meaningful feedback from staff to better understand their needs, identify opportunities for improvement, and strengthen our supportive and positive work environment. Through these ongoing efforts, we aim to foster a culture of appreciation, collaboration, and continuous improvement that promotes employee satisfaction and long-term retention.

END-OF-YEAR OUTLOOK

x Expected to Meet/Exceed Goal ☐ Additional Monitoring Needed ☐ Adjustment to Actions Needed