



## Priority 2: Human Capital District Goals

**2.1**

To recruit and retain staff, the district will promote a **positive work environment** and provide a **competitive compensation and benefits package**.

**2.2**

The District will implement effective standards and practices that will consistently and strategically **staff** campuses and departments.

**2.3**

The District will identify and provide ongoing **training** and **coaching** needed for staff to build their professional capacity.

**2.4**

All staff will have formal and informal **opportunities** to give and receive **feedback** regarding job satisfaction and performance.



# 2.1

To recruit and retain staff, the district will promote a **positive work environment** and provide a **competitive compensation and benefits package.**



# Key Strategic Actions

**2.1.A** Propose a staff compensation plan in the top quarter of a comparative district group across all exempt paygrades

**2.1.B** Propose a staff compensation plan in the top quarter of a comparative district group across all non-exempt paygrades

**2.1.C** Implement an education program to increase awareness and utilization of well-being services available through employee benefits



PROGRESS  
MEASURES



# PRIORITY 2.1.A

## Comparison Districts

District	ESC	Enrollment (Fall 2024)
Austin ISD	13	71,070
Belton ISD	12	13,644
Georgetown ISD	13	13,790
Killeen ISD	12	43,935
Lampasas ISD	12	3,631
Midway ISD	12	8,802
Pflugerville ISD	13	25,445
Temple ISD	12	8,615
Waco ISD	12	13,429

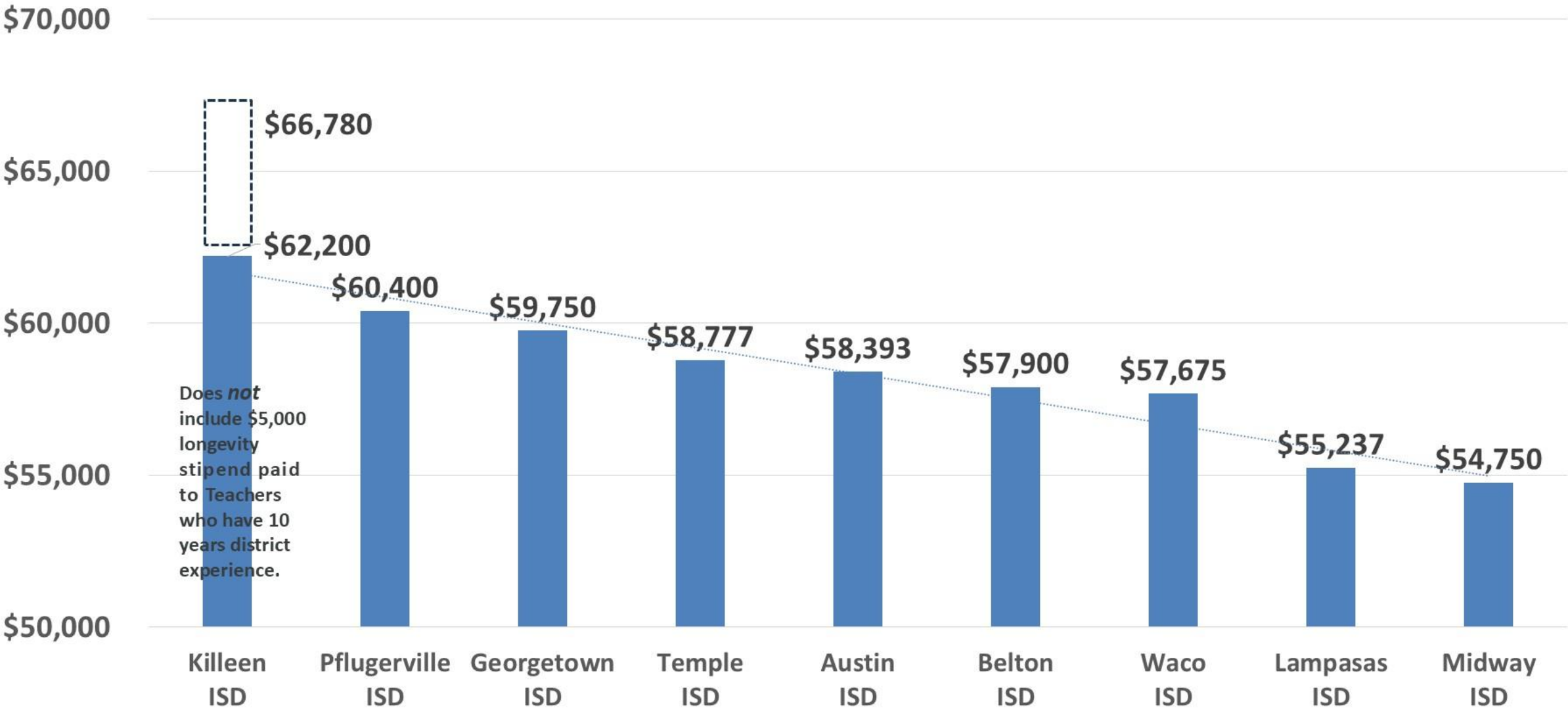


# PRIORITY 2.1.A

## Teacher Salary Schedule at 10 Years Experience - Local Districts

2024 - 2025

2025 - 2026





# PRIORITY 2.1.A

## Average Daily Rate for Principal Elementary School - Local Districts

2024 - 2025

2025 - 2026



# PRIORITY 2.1.A

## Average Daily Rate for Principal Middle School - Local Districts

2024 - 2025

2025 - 2026

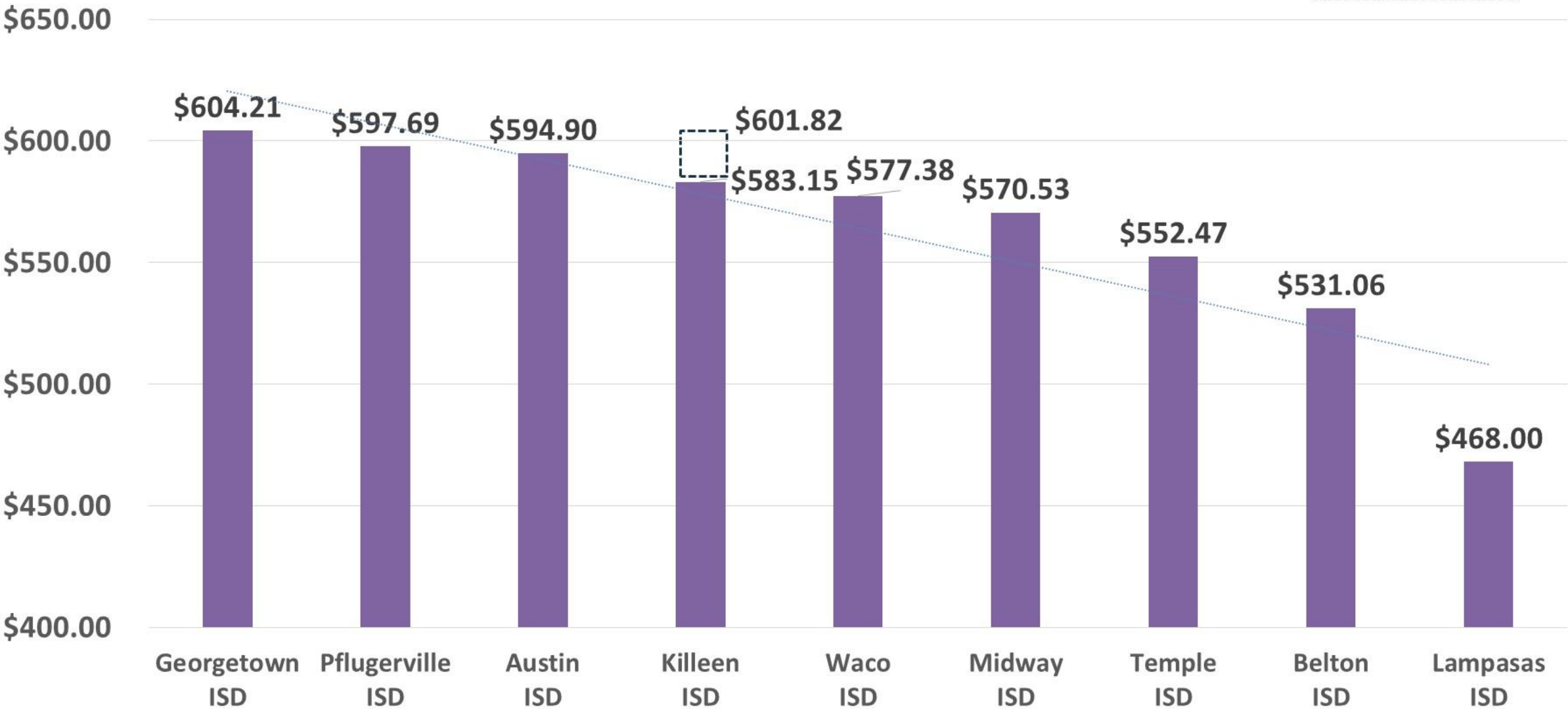


# PRIORITY 2.1.A

## Average Daily Rate for Principal High School - Local Districts

2024 - 2025

2025 - 2026





# PRIORITY 2.1.A

## Average Daily Rate for Assistant Principal Elementary School - Local Districts

2024 - 2025

2025 - 2026



# PRIORITY 2.1.A

## Average Daily Rate for Assistant Principal Middle School - Local Districts

2024 - 2025

2025 - 2026

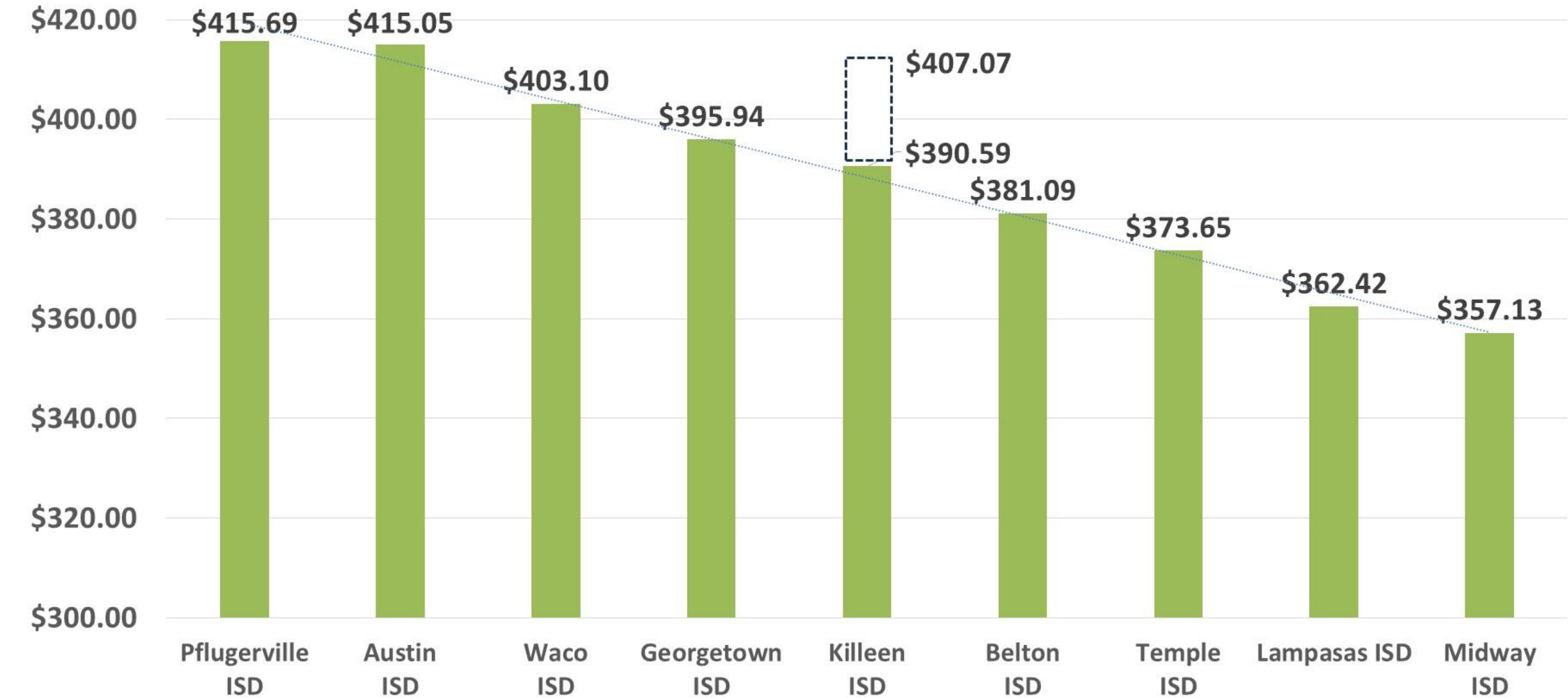


# PRIORITY 2.1.A

## Average Daily Rate for Assistant Principal High School - Local Districts

2024 - 2025

2025 - 2026





## PRIORITY 2.1.B

Propose a staff compensation plan in the top quarter of a comparative district groups across all non-exempt paygrades.

Identify  
Comparable

- Local Districts
- Districts Similar in Size (Student Enrollment)

Analyze Data &  
Revise  
Compensation  
Plan

Research &  
Gather Data

Recommend  
Compensation  
Plan

### LONG-TERM DESIRED OUTCOME(S):

**By August 2029, KISD will maintain a compensation plan in the top quartile of comparison districts.**



**PRIORITY 2.1.B**

**Average Hourly Rate for Custodian**

**Comparison Districts**

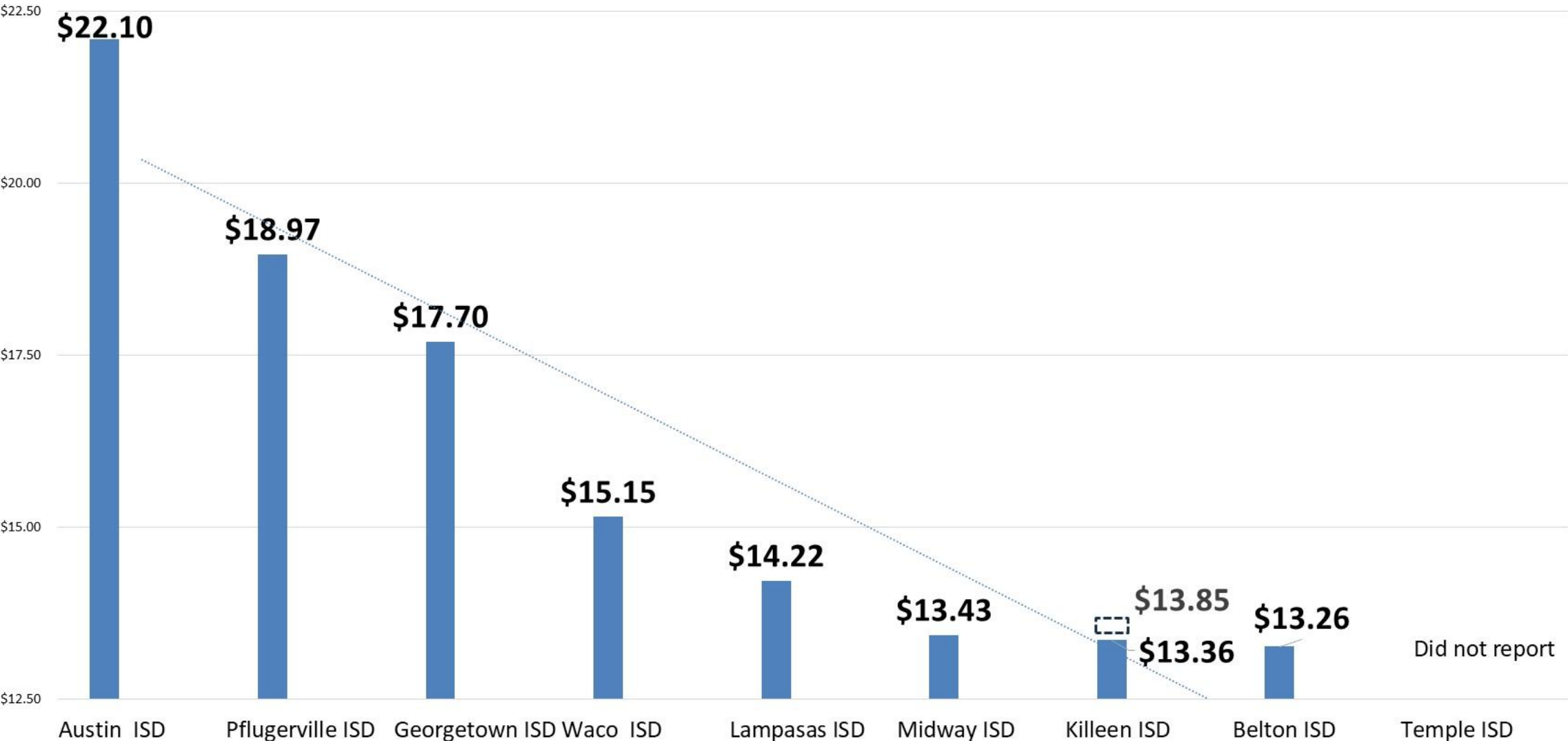
District	ESC	Enrollment	Hourly Rate
Killeen ISD	12	43,935	\$13.36
Pflugerville ISD	13	25,445	\$18.97
Georgetown ISD	13	13,790	\$17.70
Temple ISD	12	8,615	Did not report
Austin ISD	13	71,070	\$22.10
Belton ISD	12	13,644	\$13.26
Waco ISD	12	13,429	\$15.15
Lampasas ISD	12	3,631	\$14.22
Midway ISD	12	8,802	\$13.43

# PRIORITY 2.1.B

## Average Hourly Rate for Custodian - Local Districts

2024 - 2025

2025 - 2026





**PRIORITY 2.1.B**

**Average Hourly Rate for School Nutrition Worker**

**Comparison Districts**

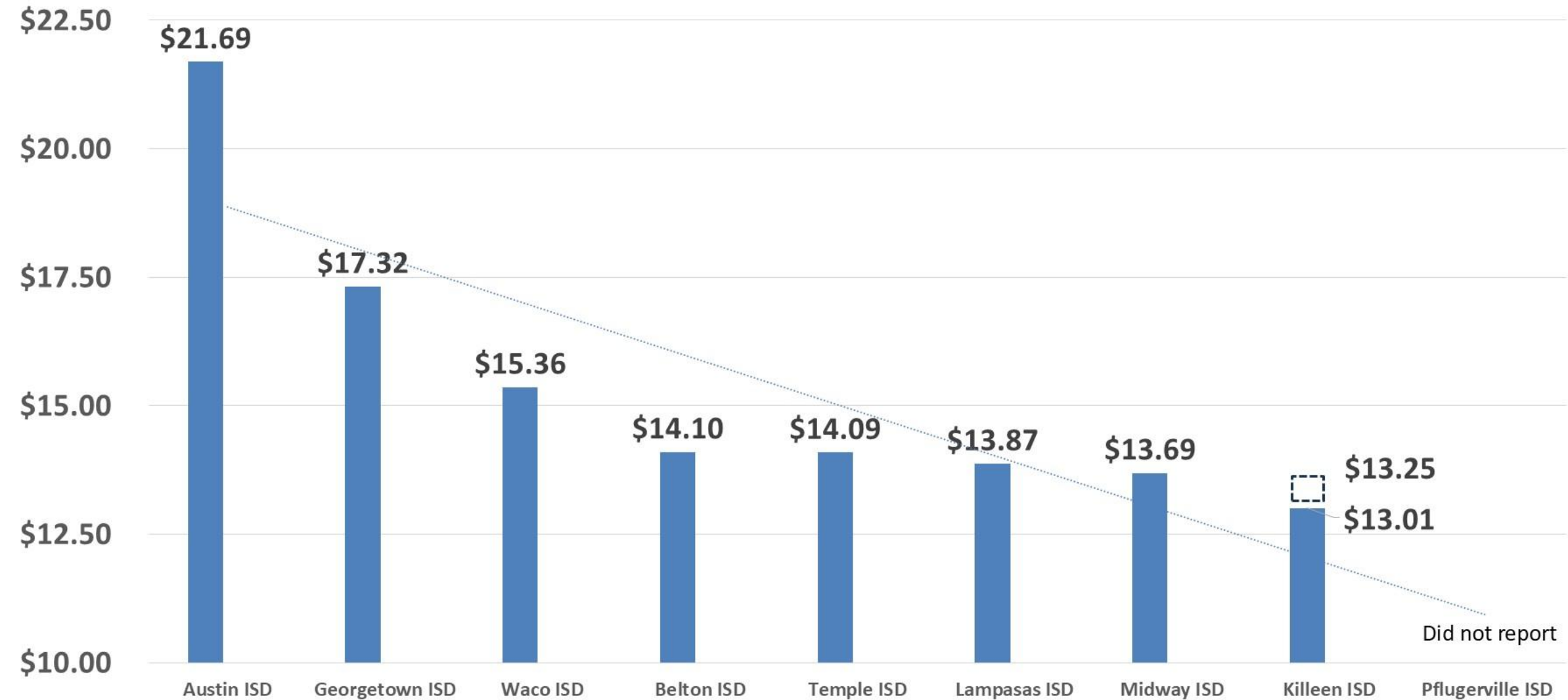
District	ESC	Enrollment	Hourly Rate
Lampasas ISD	12	3,631	\$13.87
Pflugerville ISD	13	25,445	Did not report
Georgetown ISD	13	13,790	\$17.32
Temple ISD	12	8,615	\$14.09
Austin ISD	13	71,070	\$21.69
Belton ISD	12	13,644	\$14.10
Waco ISD	12	13,429	\$15.36
Killeen ISD	12	43,935	\$13.00
Midway ISD	12	8,802	\$13.69

# PRIORITY 2.1.B

## Average Hourly Rate for School Nutrition Workers - Local Districts

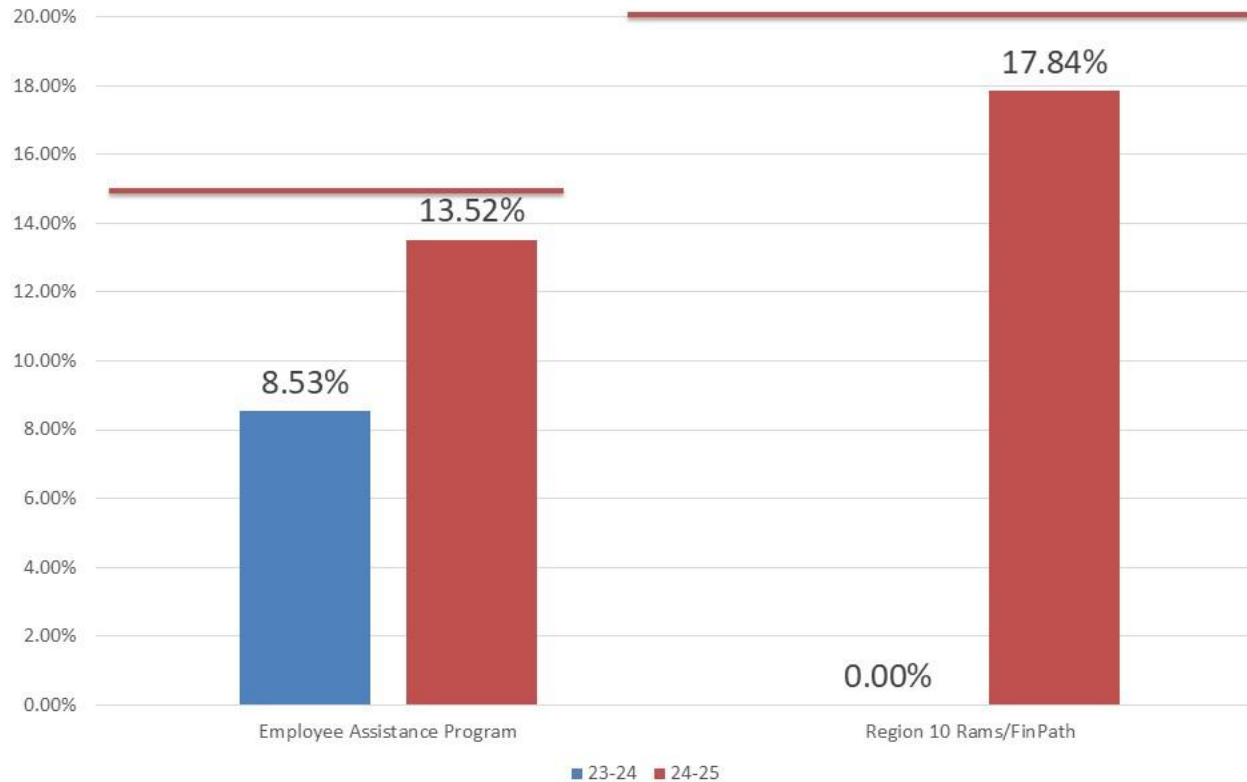
2024 - 2025

2025 - 2026



# PRIORITY 2.1.C

Implement an education program to increase awareness and utilization of well-being services available through employee benefits.



## LONG-TERM DESIRED OUTCOME(S):

**By June 2029, employee participation in the Employee Assistance program will increase to 15% and participation in the TCG Region 10 Retirement Asset Management System will increase to 20%.**





# 2.2

The District will implement effective standards and practices that will consistently and strategically **staff** campuses and departments.

# Key Strategic Actions

**2.2.A** Improve the effectiveness of retention strategies

**2.2.B** Enhance recruiting for fully certified teachers and develop pathways that accelerate current uncertified candidates into certified, highly qualified teachers

**2.2.C** Effectively staff special education professional and paraprofessional positions



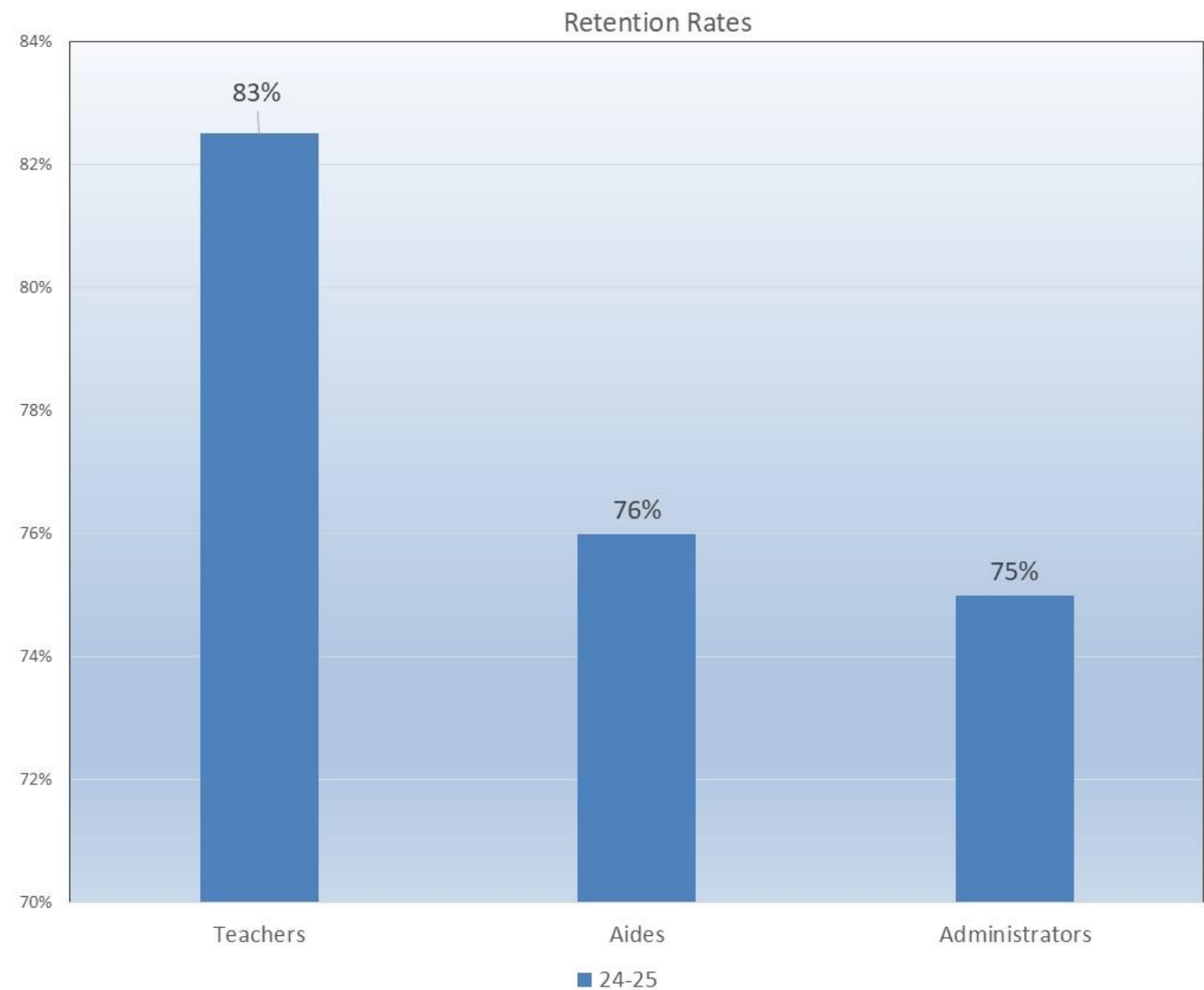
PROGRESS  
MEASURES





# PRIORITY 2.2.A

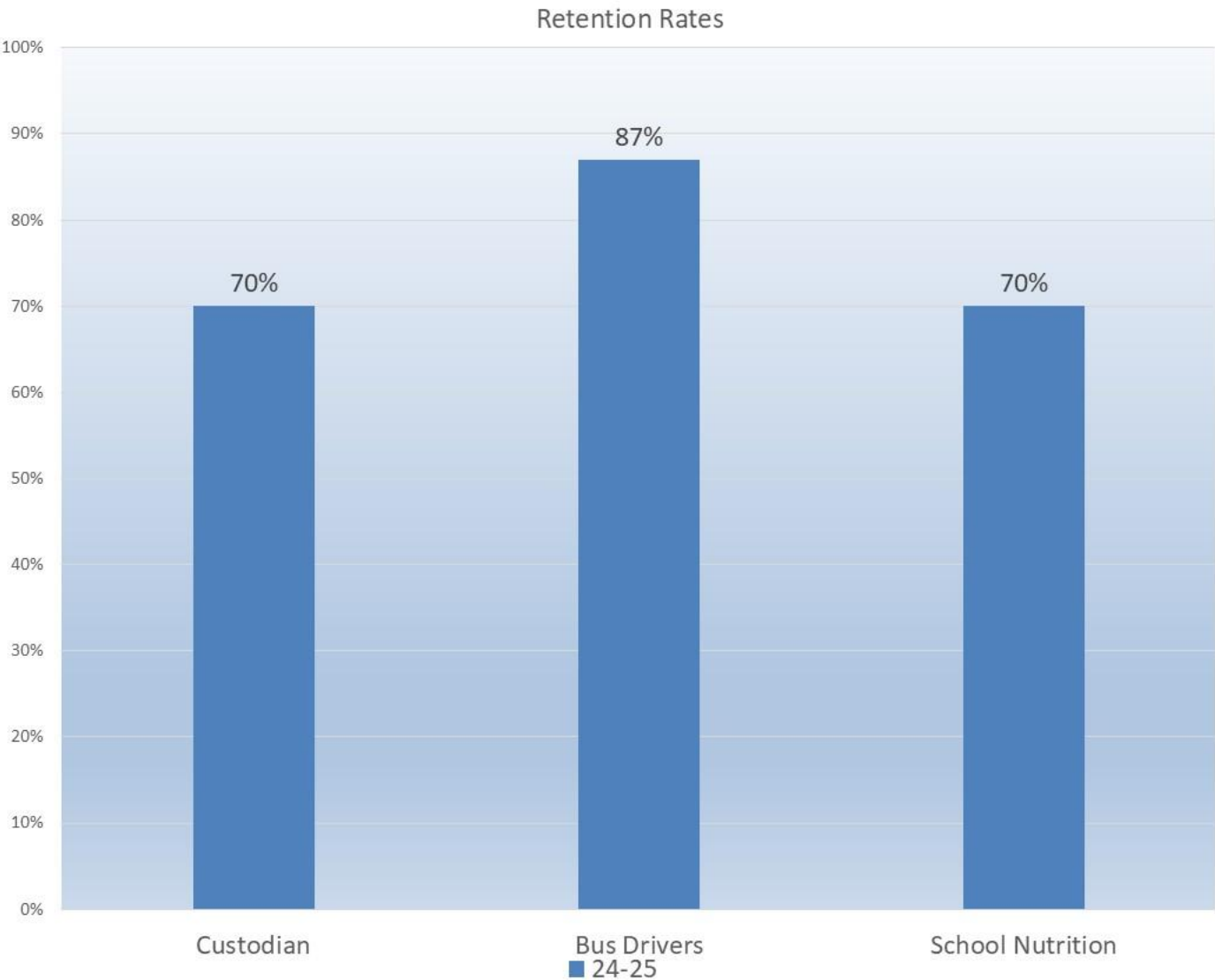
Improve the effectiveness of retention strategies.



**LONG-TERM DESIRED OUTCOME(S):**  
**By August 2029, KISD will retain 85% of its teachers, aides, and campus administrators as employees.**

# PRIORITY 2.2.A

Improve the effectiveness of retention strategies.



## LONG-TERM DESIRED OUTCOME(S):

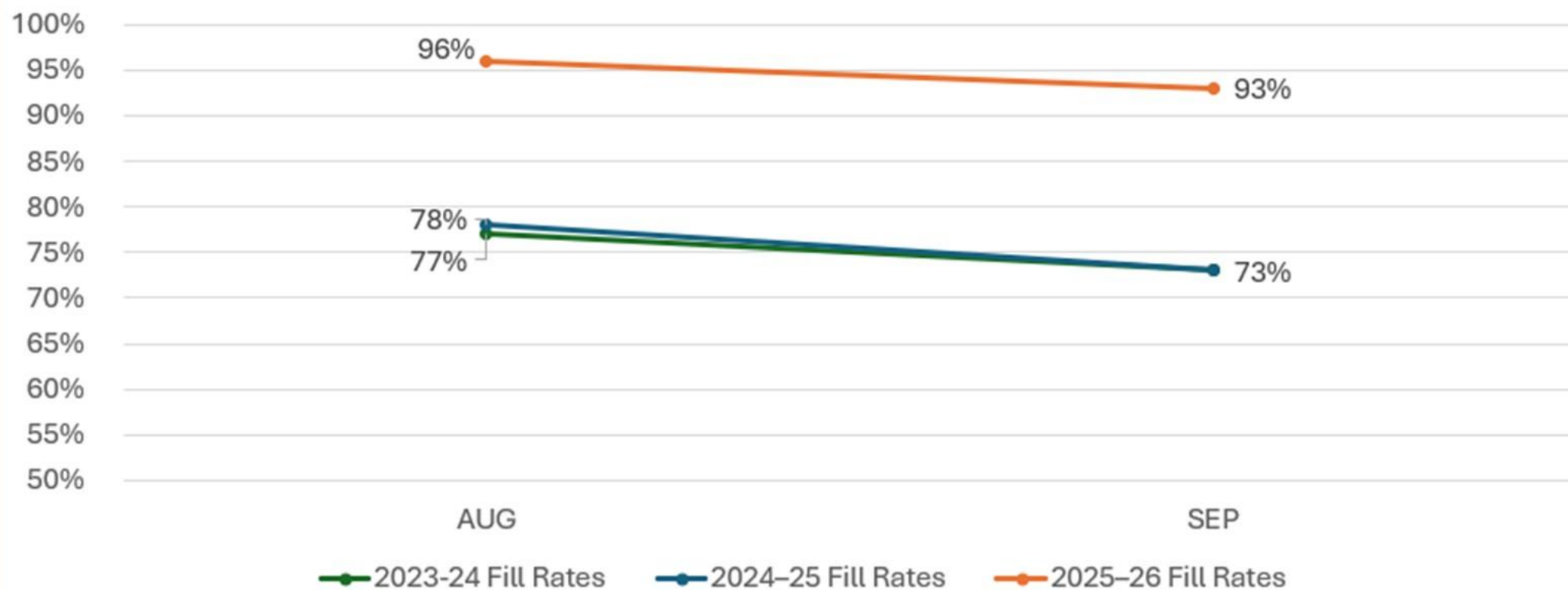
By August 2029, KISD will retain 85% of its key auxiliary personnel as employees.





## 23/24, 24/25, and 25/26 SY Fill Rate Comparison Data

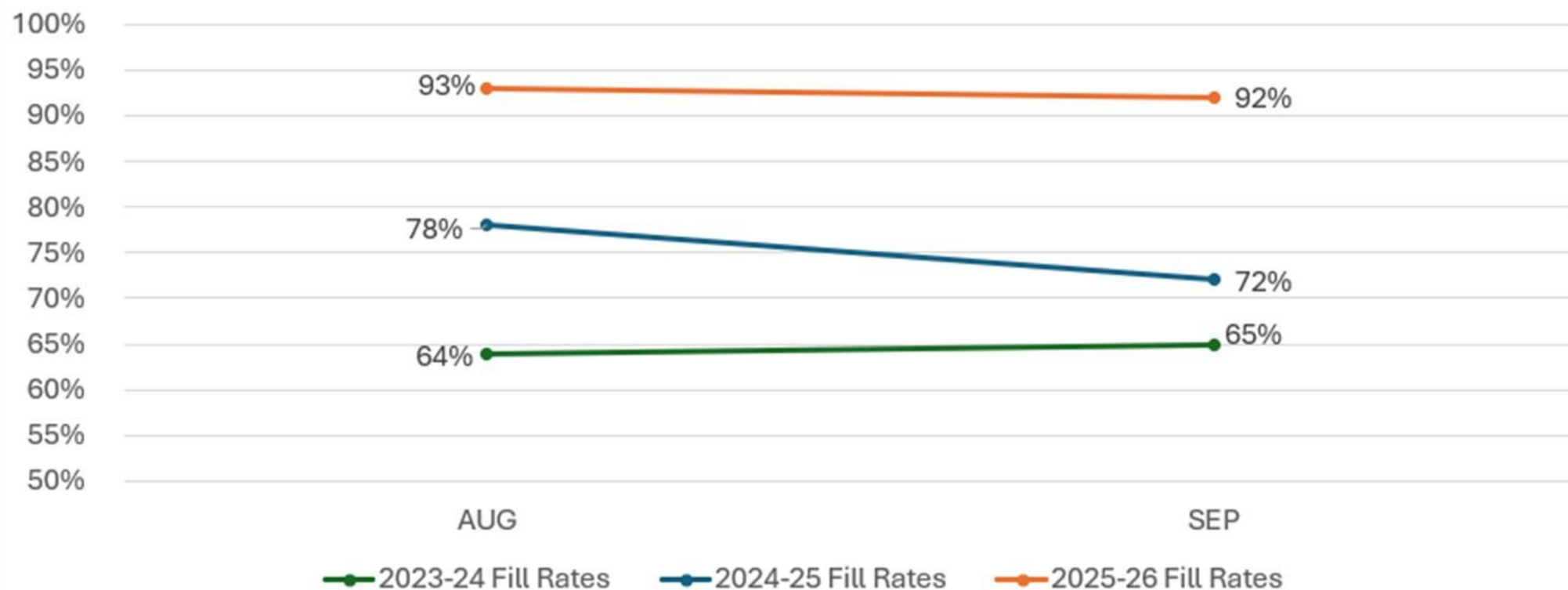
Fill Rates: **Teachers Only**





## 23/24, 24/25, and 25/26 SY Fill Rate Comparison Data

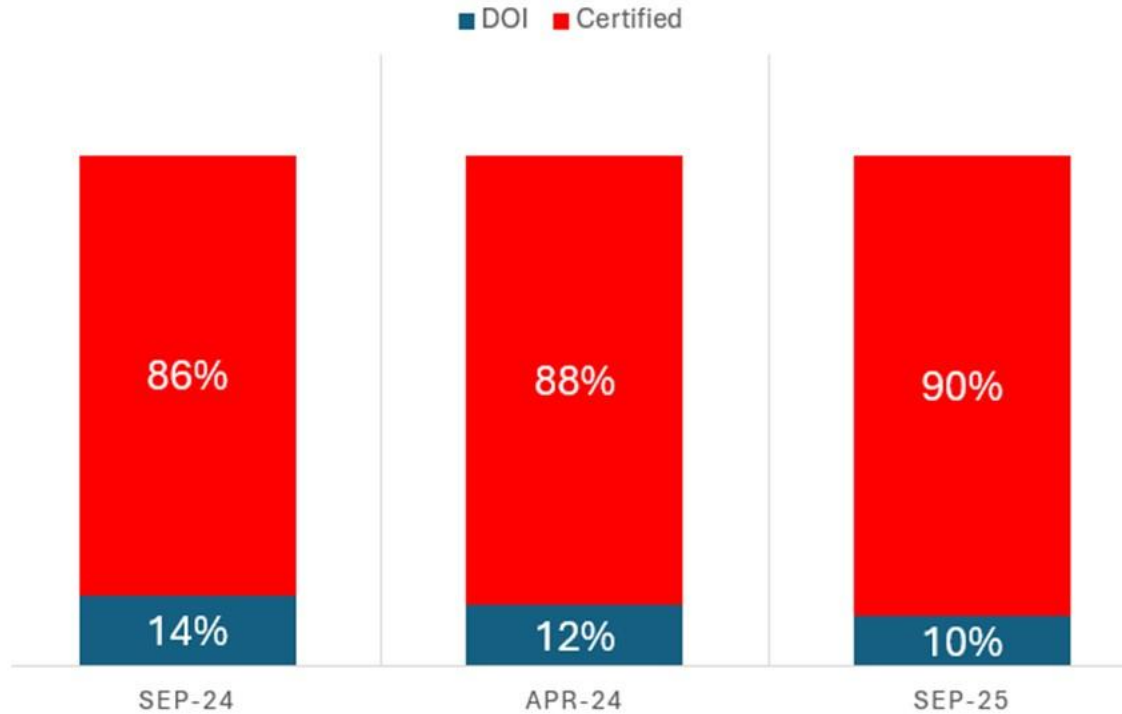
### Fill Rates: Aides + Secretaries + Teachers



# PRIORITY 2.2.B

Enhance recruiting for fully certified teachers and develop pathways that accelerate current uncertified candidates into certified, highly qualified teachers.

## CERTIFIED & DOI



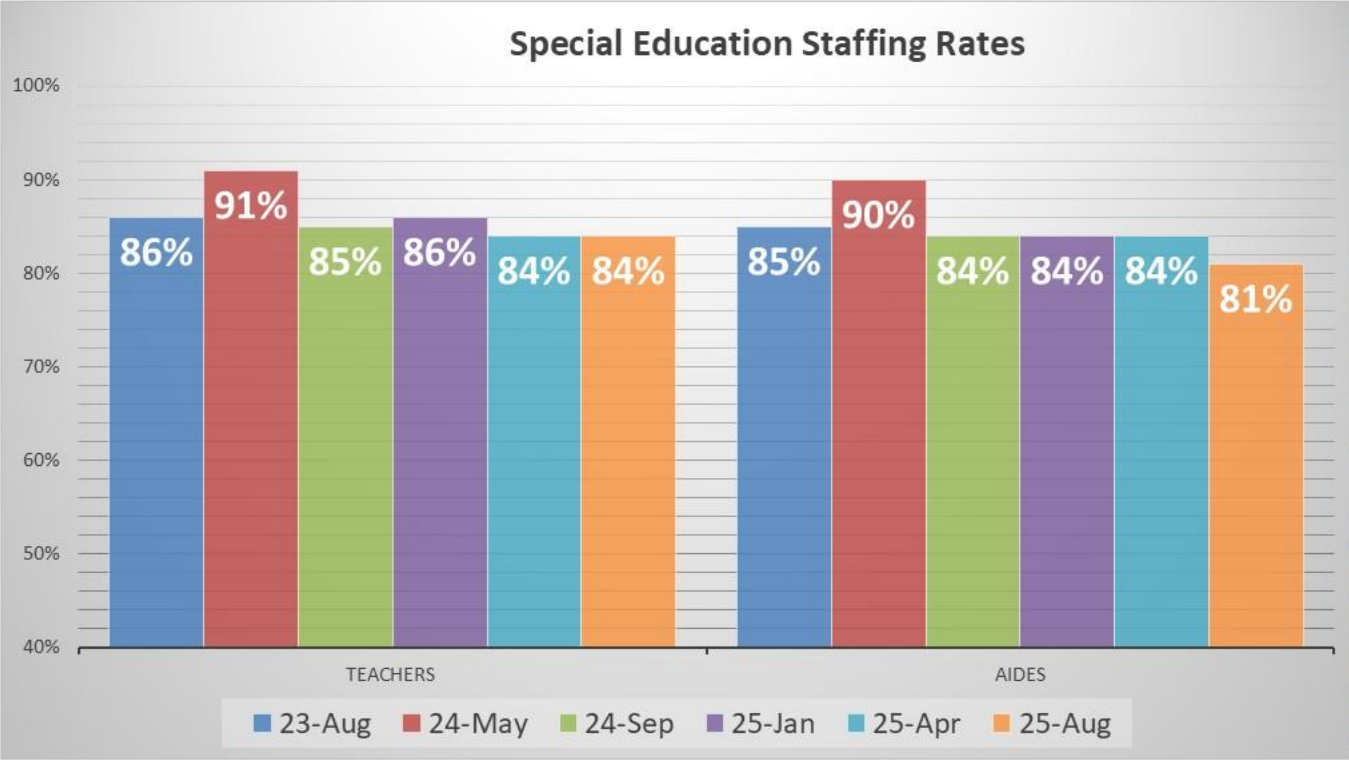
## LONG-TERM DESIRED OUTCOME(S):

By August 2029, less than 7% of all teachers will be hired through the District of Innovation exception.



# PRIORITY 2.2.C

Effectively staff special education professional and paraprofessional positions.



**LONG-TERM DESIRED OUTCOME(S):**  
By August 2029, KISD will staff special education professional and paraprofessional positions at a 90% fill rate.





# 2.3

The District will identify and provide ongoing **training** and **coaching** needed for staff to build their professional capacity.



KSA



# Key Strategic Actions

**2.3.A** Develop and implement talent development pipelines for all employees

**2.3.B** Implement onboarding procedures to effectively prepare new employees for their assigned roles

**2.3.C** Create support systems for employees that provide opportunities for growth aligned to their potential



PROGRESS  
MEASURES





# Current KISD Pipelines 2.3.A

## **Assistant Principal Leadership Program**

- 46 Applicants

## **KISD Teach (Apprentice Program)**

- 50 Teacher Apprentices

## **Teacher Resident Program**

- 2 Teacher Residents

## **Instructors**

- 229 Instructors

## **Paraprofessional Academy**

- 72 Graduates since June



# Current KISD Pipelines 2.3.A

## **Police Academy**

- **3 Cadet positions available**
- **21 Cadets are current Police Officers**

## **Manager in Training (School Nutrition)**

- **1 MIT**
- **4 Allocations**

## **Bus Driver Trainee**

- **4 Trainees**

## **Bus Driver non-CDL**

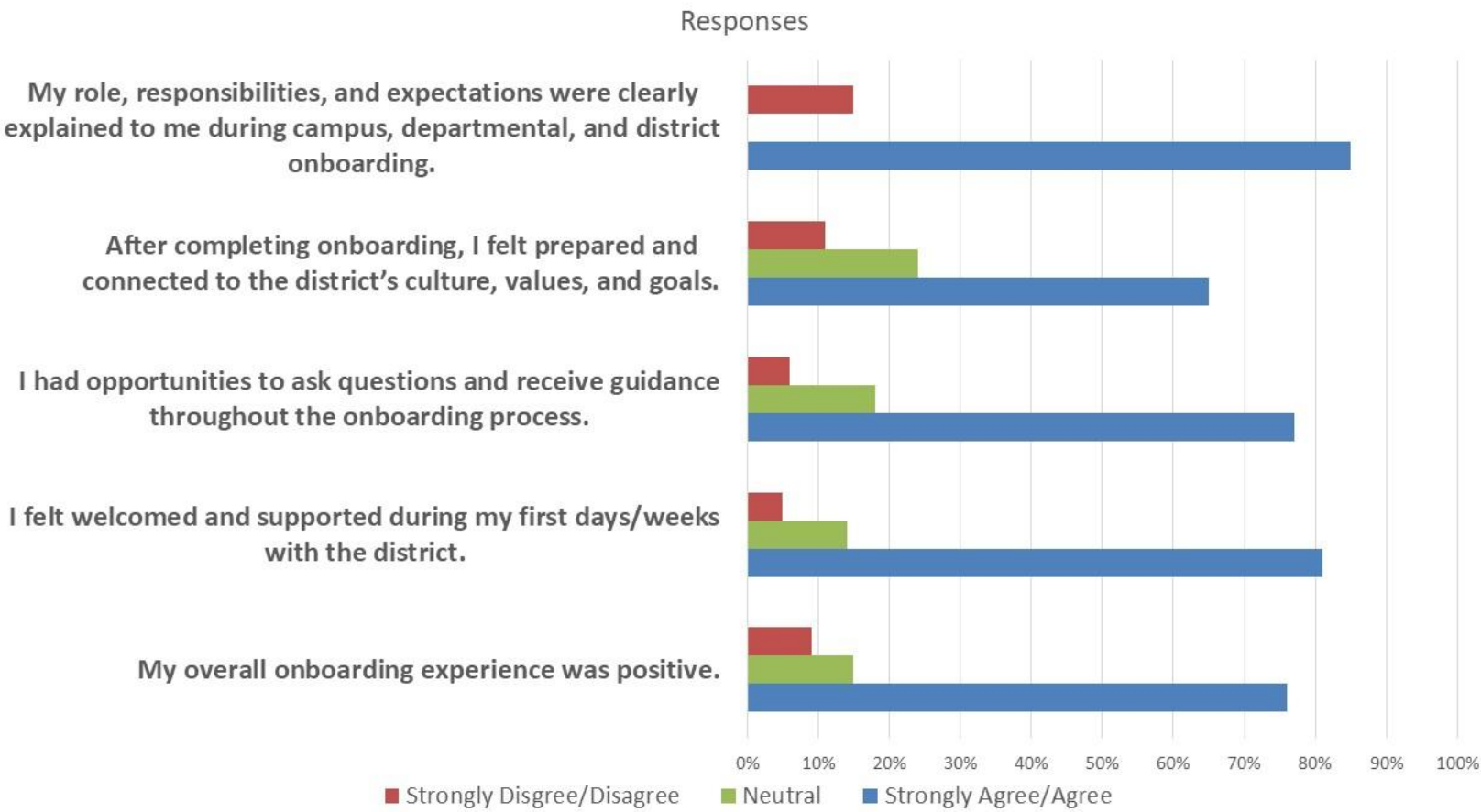
- **18 Non-CDL Drivers**





# PRIORITY 2.3.B

Implement onboarding procedures to effectively prepare new employees for their assigned roles.



**LONG-TERM DESIRED OUTCOME(S):**

**By August 2029, 90% of new employees will report that their onboarding was positive and prepared them for success.**