



**Board of Education**

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**TO:** Board of Education  
**FROM:** Sarah Burnett, Director of Human Resources  
**DATE:** December 19, 2024  
**RE:** HR Goal Update

**This memo is:**

- Information only.
- Information with a recommendation, and a request for Board approval by vote.

Date by which a Board decision is needed:

Previous memos on this topic can be found:

- in previous Board packet(s) dated.
- or attached to this memo

<b>Basic Information:</b>
In the fall of 2024, the Department of Human Resources created action plans for three goals for the 2024-2025 school year.
<b>Background/Historical Context:</b>
For the 2024-2025 school year, the Department of Human Resources created three goals.  Goal #1: By Spring 2025, the score on the ‘Collaborative Teachers’ category as measured by the 5 Essentials Survey will increase to a score of 56, from a Spring 2024 score of 44 as measured by the 2024-2025 district scorecard targets. (Goal 3)  Goal #2: By Spring 2025, the score on the ‘Ambitious Instruction’ category as measured by the 5 Essentials Survey will increase to a score of 57 from a Spring 2024 score of 44 as measured by the 2024-2025 district scorecard targets. (Goal 3)  Goal #3: By Spring 2025, the score on the ‘Effective Leaders’ category of the 5 Essentials Survey will increase to a score of 60 from a Spring 2024 score of 44.  In an effort to accomplish these goals, one of the action plan steps was to create promotional material to highlight staff professional growth opportunities in District 33.  The first of three videos focuses on the District 33 BEST program. BEST stands for Becoming Employee Student Teachers. The BEST program supports our paraprofessionals and classified staff members as they pursue their teaching certification. The program’s enrollment has continued to increase, allowing our staff to pursue their teaching dreams. To date, we have approximately 20 classified staff members enrolled in the program. The success stories of our staff and the program can be found in this <a href="#">video</a> .
<b>Previous decisions, actions, or parameters that relate to this topic or issue:</b>

N/A

**Recommendations:**

N/A