

Original Action Plan for Objective 9.5

FOCUS	GOALS	OBJECTIVES	STRATEGY	DEADLINE	CURRENT STAGE	APPROVAL/DECISION MAKER (who determines if the work produced completes the strategy)	RESPONSIBLE PARTY/LEADER	OTHERS INVOLVED	DELIVERABLE(S)	RESOURCES NEEDED	NOTES
Staff Support	Goal 9: Recruit, develop and retain a diverse highly skilled staff who exemplify the virtues of Nova Classical.	Objective 9.5: Nova Classical Academy will be an educational employer of choice: a school successful in attracting outstanding and diverse candidates who exemplify the school's values and are committed to the core components of the school's classical education model.	Produce print and media collateral highlighting the intangible benefits of working at Nova Classical	6/1/2024	Not Started ▾	Executive Director	Human Resources Director	CEL or other vendor	Print & Media Collateral	Money for video writing and production, cost of print materials	
Staff Support	Goal 9: Recruit, develop and retain a diverse highly skilled staff who exemplify the virtues of Nova Classical.	Objective 9.5: Nova Classical Academy will be an educational employer of choice: a school successful in attracting outstanding and diverse candidates who exemplify the school's values and are committed to the core components of the school's classical education model.	Create a comprehensive (department specific?) onboarding program for all new hires to ensure consistency, support, messaging, and transparency for new staff.	Annual	Not Started ▾	Executive Director	Human Resources Director	Supervisor			

Revised Action Plan for Objective 9.5

A	B	C	D	E	F	G	H	I	J	K	L
FOCUS	GOALS	OBJECTIVES	STRATEGY	DEADLINE	CURRENT STAGE	APPROVAL /DECISION MAKER (who determines if the work produced completes the strategy)	RESPONSIBLE PARTY /LEADER	OTHERS INVOLVED	DELIVERABLE(S)	RESOURCES NEEDED	NOTES
Staff Support	Goal 9: Recruit, develop and retain a diverse highly skilled staff who exemplify the virtues of Nova Classical.	Objective 9.5: Nova Classical Academy will be an educational employer of choice: a school successful in attracting outstanding and diverse candidates who exemplify the school's values and are committed to the core components of the school's classical education model.	Create a framework identifying the components included in being an employer of choice.	9/1/2023	Not Started	Executive Director	Human Resources Director /Executive Director	Supervisors	List and description of the key touchpoints between employees and Nova Classical Academy that contribute to making the school an attractive place to work.		
Staff Support	Goal 9: Recruit, develop and retain a diverse highly skilled staff who exemplify the virtues of Nova Classical.	Objective 9.5: Nova Classical Academy will be an educational employer of choice: a school successful in attracting outstanding and diverse candidates who exemplify the school's values and are committed to the core components of the school's classical education model.	A thorough review of the current practices in each touchpoint area will be conducted. This review will assess the existing practices and also identify the desired long-term state for each touchpoint.	6/30/2024	Not Started	Executive Director	Human Resources Director /Executive Director	Supervisors	Concise written description of the current state of each touchpoint area, along with the necessary steps required to reach the ideal state.		
Staff Support	Goal 9: Recruit, develop and retain a diverse highly skilled staff who exemplify the virtues of Nova Classical.	Objective 9.5: Nova Classical Academy will be an educational employer of choice: a school successful in attracting outstanding and diverse candidates who exemplify the school's values and are committed to the core components of the school's classical education model.	Identify and rectify any deviations from our accepted practices in each of these touchpoint areas to ensure that we are effectively implementing the practices we endorse as an employer.	6/30/2024	Not Started	Executive Director	Human Resources Director /Executive Director	Supervisors	List of practice where supervisors have been retrained to ensure consistency with acceptable practices.		
Staff Support	Goal 9: Recruit, develop and retain a diverse highly skilled staff who exemplify the virtues of Nova Classical.	Objective 9.5: Nova Classical Academy will be an educational employer of choice: a school successful in attracting outstanding and diverse candidates who exemplify the school's values and are committed to the core components of the school's classical education model.	Identify the major initiatives required to maximize the positive impact of each touchpoint area between Nova and its employees.	7/1/2021	Not Started	Executive Director	Human Resources Director /Executive Director	Supervisors	A list of any initiatives needed in each touchpoint area (if needed), how it aligns with the desired state, and prioritized target completion dates for each initiative.		