

SCHOOL DISTRICT OF WEST ALLIS-WEST MILWAUKEE, ET AL  
Zoom

**EMPLOYEE ENGAGEMENT & CULTURE  
BOARD COMMITTEE MEETING MINUTES**

**December 11, 2025**  
**5:00 p.m.**  
**Zoom**

**1. Call to Order**

The meeting was called to order at 5:00 p.m.

**2. Roll Call**

**The following were present at the meeting:**

- Jane Carr, Committee Chair
- Brian Keller, Committee Vice Chair
- Noah Leigh, Committee Member
- D. Garcia, Director of Talent Acquisition & Employee Engagement

**3. Review and Add Any Modifications to the Agenda**

None

**4. Approve Minutes from the Last Meeting**

Motion by Jane Carr second by Noah Leah to approve the minutes of the October 9, 2025 meeting.

**5. Public Comments**

None

**6. Old or Unfinished Business**

6.1. Survey Data - Reading the Exec Report

**OVERALL SATISFACTION**

The survey asked a summative question based on a ten-point scale.

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**On a scale of 0 – 10, how likely are you to recommend the District as a place of employment?**

Tier	Statement
Tier I	District administration is doing what it takes to make our district successful. The District's pay practices are fair. Our parents and community support the school district. The school board is doing what it takes to make our district successful.

**7. New Business**

7.1. View Current KPIs/ Discuss Draft of Proposed KPIs

Discussion on Vacancy Rate *proposal*: The teacher and EA occupancy rate (FTE rate) will increase in Special Education from XXX August 2025 to XXX in August 2030.

Opinion: Need data on Special Education vacancies and why this group over all other teacher group vacancies or other groups with deltas.

Get feedback from Association, Aaron Norris and Dr. Robinson

#### 7.1.1. Net Promoter Data and Top Tier Indicator From Staff Survey

Employee Engagement: Increase the Employee Net Promoter from 6.11/10 to 6.98/10 or beyond by 2030

##### 7.1.1.1. 4 Tier 1 Questions and How “I Address” Them in the KPI

7.1.1.1.1. Frontline Feedback Themes-no new updates

7.1.1.1.2. Collaboration Across Directors-no new updates

7.1.1.1.3. Kelly Staffing Update: Kelly Staffing Update fill rate 47%, was 40%.  
Horace Mann has doubled their fill rate.

7.1.1.1.4. Interviews: Stay, Exit and New Interviews-Update in February

7.1.1.1.5. Interns and Student Teachers on LTCs- Final placement update in January

#### 8. Items to be Considered for Future Discussion

None

#### 9. Adjournment

The meeting adjourned at 6:00 p.m. Moved by Noah Leigh, seconded by Jane Carr.