

**Quarterly Review and Updates to Plan: Staff – Morale**

<b>S</b>	<b>STUDY:</b> To be completed quarterly and at end of school year	
<b>Summarize Data to Date</b>	<p>Committee members were identified for the recognition subcommittee. Administrative Policy 1.05 Recognition for Accomplishment (1) Staff Recognition has been reviewed.</p> <p>A presentation on salaries was made, and the information is posted on <a href="#">mConnect</a>. Multiple communications were sent to staff to update them on new salary ranges and schedules as well as where to locate the specific information.</p> <p>Dental and life/disability plans have been submitted and approved by the Milwaukee Board of School Directors in summer of 2023 for implementation in January 2024. The open enrollment period will begin October 16 and continue through November 3. Communications to staff will include mailings, email, and <i>Thursday Updates</i>. Additionally, an open enrollment vendor fair will be held October 25. Information sessions will be available with vendor tables where staff can have conversations with various vendors.</p> <p>Human Resources also met with the communications department to develop other methods of communication via the website and monitors in buildings. Human Resources meetings will be held at a different school in the district each month at which staff can discuss benefits and other topics of interest.</p>	
<b>Color Coding</b>	<p><b>On your action plan, color code the steps that you planned for this past quarter: (3)</b></p> <p><b>Green</b> – Action step completed (2)</p> <p><b>Yellow</b> – Action step in progress (1)</p> <p><b>Red</b> – Action step was not started as planned (0)</p>	
<p align="center"><b>Analyze how this data gives evidence to your progress on the plan (refer to the measures you listed).</b></p> <p>Fifty-four percent of staff indicated that they wanted more information on benefits. Additionally, in the survey, staff indicated benefits as being one of the top reasons why they stay with the district. During this first quarter, the district has focused efforts on analyzing how benefits information can be better disseminated to staff.</p>		<p align="center"><b>Analyze the data that gives evidence to lack of progress toward the plan (refer to the measures you listed).</b></p> <p>At this time, our data does not indicate any lack of progress.</p>
<b>A</b>	<b>ACT: Revise or continue with implementation based on data analysis</b>	
<p><b>What will you change about your plan for the next quarter?</b></p> <p>As a result of developing communications for benefits, the HR team found additional opportunities to explore and implement. We have added an additional action step to go through January 2024: implement multiple strategies to inform and engage staff in available benefits offerings.</p>		