

### Quarterly Review and Updates to Staff Morale Plan

S	<b>STUDY: To be completed quarterly and at end of school year</b>
<p><b>Summarize Data to Date</b></p>	<p>Human resources (HR) staff visited James Madison Academic Campus and Mitchell Elementary School to answer HR, benefits, retirement, and leave questions that staff at the school had.</p> <p>HR updated the benefits enrollment web page with FAQs and added an alert bar in mConnect during the annual open enrollment period. The page had 1,388 views during the open enrollment period of October 16 through November 3, 2023. This is approximately 15% of benefit-eligible staff. The previous views recorded for the entire 2022–2023 school year were 1,129.</p> <p>HR held an open enrollment vendor fair with nine benefit vendors on October 25, 2023, which staff attended from various sites across the district. Through the open enrollment, we saw the following increases from the previous school year:</p> <ul style="list-style-type: none"> <li>● Additional life insurance—9.8% increase in staff enrolled</li> <li>● Short-term disability (STD)—10.2% increase in staff enrolled</li> <li>● Long-term disability (LTD)—8.8% increase in staff enrolled</li> </ul> <p>A subcommittee was created to determine past and current practices regarding staff recognition and will begin meeting in quarter three.</p> <p>In the area of district safety, a committee has been created. The team has been doing a preliminary review of the audit that was completed. During the months of November and December, the superintendent of schools and various internal and external stakeholders conducted site visits in Atlanta and Macon, Georgia, and Washington, DC, schools. The purpose of these visits was to gain insight into each district’s command center. Below is a synopsis of the information gathered from the three districts.</p> <ul style="list-style-type: none"> <li>● The Atlanta and DC school police departments support the connection of at-risk students to needed community services that divert youth from juvenile court, all while maintaining safe and secure learning environments. School police officers serve as counselors, mentors, and educators to the school-age students they serve. They strive to increase feelings of safety among students, parents, staff, administrators, and the community, thus improving relationships between law enforcement officers, the youth, and the greater community.</li> <li>● Atlanta Public Schools, Fulton County Schools, and Bibb County Public Schools have emphasized prevention, safety, and security with a robust school police department and state-of-the-art public safety technology tools as well as strong collaboration with local police departments and the sheriff’s office. Other services, such as background checks, emergency response, crisis response and after-hours support, suicide prevention phone line, and “say something” phone line or tips phone line, are managed or directed with support of the emergency and crisis manager. In addition, student transportation is managed in-house.</li> <li>● DC Public Schools has focused on relationship building and a sense of belonging for students (how much students feel that they are valued members of the school community) to provide a safe and supportive school culture and climate in their schools. The “Loved, Challenged, and Prepared Index” results coming from the Panorama survey guide their safety and prevention work.</li> </ul>

<p><b>Color Coding</b></p>	<p><b>On your action plan, color code the steps that you planned for this past quarter. Note the number of action steps in each category: (5)</b>  <b>Green</b> – Action step completed (2)  <b>Yellow</b> – Action step in progress (2)  <b>Red</b> – Action step was not started as planned (1)  <b>Blue</b> – Changes for quarter three (2)</p>	
<p><b>Analyze how these data give evidence to your progress on the plan (refer to the measures you listed).</b></p> <p>The following actions show progress in implementing the benefits communications plan:</p> <ul style="list-style-type: none"> <li>• The increase in enrollment in life insurance: short- and long-term disability enrollments demonstrated increased participation and awareness by staff.</li> <li>• The increase in the web page views shows the effectiveness of the alert bar and that the employees were engaged in reviewing information about their benefits.</li> <li>• School visits helped human resources staff understand areas that staff are interested in.</li> </ul> <p>During the spring strategic plan survey, over 50% of staff said that they wanted more information on benefits and retirement. We addressed these concerns by increasing communications and activities for employees.</p> <p>The safety committee has gone beyond the review of the audit to seeking best practices in action at similar districts in the country. The review of the audit will continue with principal champions during the coming months.</p>	<p><b>Analyze the data that give evidence to lack of progress toward the plan (refer to the measures you listed).</b></p> <ul style="list-style-type: none"> <li>• We extended the implementation timeline to include scheduling retirement seminars to align with spring retirements.</li> <li>• We have extended the timeline to develop a survey regarding staff morale as the subcommittee is working to analyze the data on current recognition practices.</li> </ul>	
<p><b>A</b></p>	<p><b>ACT: Revise or continue with implementation based on data analysis</b></p>	
<p><b>What will you change about your plan for the next quarter?</b></p> <p>The next quarter’s work will focus on staff morale and safety. There will be regular meetings with these subcommittees along with an overall staff morale project meeting to ensure that all the various subcommittees and groups are continuing progress through the new quarter.</p> <p>We are extending the implementation of the benefits communication strategy to include our retirement seminars.</p>		