



Mission: *Provide excellent, challenging learning opportunities and experiences that prepare each student for success.*

Vision: *To be Wisconsin's top performing urban school district that is highly regarded for continuously exceeding all expectations.*

Strategic Direction: Retain and recruit highly qualified staff who work to ensure the success of every student.

Project Talent Management Strategic Project Team Meeting
Date Thursday, May 12, 2016
Time 4:30 PM – 6:00 PM
Location Education Support Center – 190B

MEETING MINUTES

Decisions Made

1. The objectives identified appear to align with the Strategic Direction.
2. Added an additional objective and deleted one of the previously developed objectives.
3. Teams made great progress in identifying five objectives associated with the Strategic Direction.
4. Early draft initiatives were developed for each of the objectives.

Action Items:

| Description | Responsible | Due By |
|--|--------------|---------|
| 1. Team members are asked to review the drafts of initiatives and provide suggestions and comments | | 5/20/16 |
| 2. Minutes will be distributed by team leaders (Joe to provide). | Team Leaders | 5/16/16 |
| 3. Determine whether an additional meeting will be needed (next and last meeting is May 23) | Bill | 5/18/16 |

Parking Lot:

Is KUSD collaborating with other education based HR departments in the area? Consider investigating Neogov software.

There was some discussion about the use of "highly qualified." There is interest in clarifying the term and determining whether it is the appropriate term to use in the strategic direction and the team's work. Specifically, does "Highly Qualified" = Certified?

Project Phase = First draft of Initiatives

Overall Project Status = Red = Concern (behind schedule) Yellow = At Risk (might fall behind schedule) Green = On Track



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Date Thursday, May 12, 2016
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Location Education Support Center – 190B
Team Leaders Bill Haithcock, Principal at Harborside Academy
 Martin Pitts, Principal at Nash Elementary School
 Kurt Sinclair, Principal at Bradford High School

Meeting Attendees Team Members

| Agenda Item | Owner | Discussion Points |
|--------------------------------|--------------|---|
| Agenda Review | Joe Bruce | <ul style="list-style-type: none"> Additions Comments regarding meeting notes |
| Objectives and Measures | All | Review/Edit Draft Objectives <ul style="list-style-type: none"> Employees with less than five years service in the district will be actively engaged in a targeted employee support program. Employees in the district will utilize a career pathway plan as a guide for professional development and advancement. Ninety-five percent or more of all candidates hired by the district will be identified as being "highly qualified" as defined by a standardized pre-employment assessment. KUSD will demonstrate an efficient and effective recruitment process characterized by a fewer than 45 days in a recruitment cycle. KUSD will demonstrate an efficient and effective recruitment process characterized by fewer than 3% of open positions by August 1. Align Initiatives to Key Objectives <ul style="list-style-type: none"> What is needed to see improvement toward the identified objectives? Are there key opportunities or initiatives that if completed, would contribute toward the objective in a positive manner? |
| Next Steps | All | <ul style="list-style-type: none"> Review open issues and assign follow-up actions Next meeting: May 23, 2016 4:30 pm – 6:00 pm Agenda items |
| Meeting Debrief | Joe Bruce | + Δ |
| Close | All | Summarize Decisions, Actions, Next Steps |