

Action Plan

Strategy Number: 1

Plan Number: 3

Date: December 16, 2010

STRATEGY: We will purposefully hire, continually train, and hold accountable all GCISD staff to ensure the fulfillment of the GCISD mission and strategic objectives.

SPECIFIC RESULT: GCISD policies and practices used in the retention of employees will align with the District's mission, vision, beliefs, strategic objectives, and strategies.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Develop a Leadership Academy for People Managers to focus primarily on effective employee management and leadership of employees.				
2	Use technology to develop and conduct an annual organizational survey which will also measure employee engagement by campus and department.				
3	The Campus and District leadership teams will provide opportunities for employee input relevant to climate and morale using frequent focus group meetings.				
4	A needs assessment will be completed to identify priority areas for the development of career progression plans.				
5	GCISD will design and develop a career progression plan to be integrated with the District Compensation Plan.				

Responsible:

Cost Benefit Analysis

Strategy Number: 1
Plan Number: 3
Date: January 12, 2011

STRATEGY: We will purposefully hire, continually train, and hold accountable all GCISD staff to ensure the fulfillment of the GCISD mission and strategic objectives.

SPECIFIC RESULT: GCISD policies and practices used in the retention of employees will align with the District's mission, vision, and beliefs.

COSTS	BENEFITS
<p><i>Tangible:</i></p> <p>Materials \$500</p> <p>Total Cost: \$500</p> <p><i>Intangible:</i></p> <p>Time and effort for central and campus administrators</p>	<p><i>Tangible:</i></p> <p>Increased retention rates</p> <p>Total:</p> <p><i>Intangible:</i></p> <p>Higher morale</p> <p>Improved organizational communication</p> <p>Train-the-trainers work to pass new skills to campus leaders</p>

Has the action team deemed this action plan to have sufficient return on investment? Yes