

Action Plan

Strategy Number: 1

Plan Number: 4

Date: 12/17/2010

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 will utilize a consistent, reflective employee evaluation process aligned to the mission, vision, beliefs, strategic objectives, and strategies.

| # | ACTION STEP (Number each one) | Assigned to: | Starting Date: | Due Date: | Completed Date: |
|---|---|--------------|----------------|-----------|-----------------|
| 1 | GCISD will assess, prioritize and develop evaluation tools for all employee groups that align with the District's mission, vision, beliefs, strategic objectives, and strategies. | | | | |
| 2 | Employee evaluations will be one component of a District Strategic Compensation Plan. | | | | |
| 3 | Inter-rater reliability will be built into the evaluation process. | | | | |
| 4 | GCISD will provide training and education related to the administration of the evaluation process. | | | | |
| 5 | All employees will receive feedback from stakeholders (i.e.: students/parents) in addition to their supervisor. | | | | |
| 6 | Evidence-based, objective data will be a component of the evaluation process for all professional positions that have a direct impact on instruction. | | | | |
| 7 | GCISD will increase the utilization of technology to enhance the effectiveness and efficiency of the evaluation process. | | | | |
| 8 | GCISD will establish a schedule for the revision of evaluation tools for all employee groups to ensure they remain relevant and meet local, state, and federal requirements. | | | | |
| 9 | The Superintendent will develop focus groups for the purpose of reviewing the evaluation process. | | | | |
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Responsible:

Cost Benefit Analysis

Strategy Number: 1
 Plan Number: 4
 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 will utilize a consistent, reflective employee evaluation process aligned to the mission, vision, and beliefs.

| COSTS | BENEFITS |
|--|--|
| <p>Tangible:</p> <ul style="list-style-type: none"> ▪ <u>\$25,000</u> for external compensation study ▪ Staff time to conduct assessment of current tools, development of new evaluation tools, training, and revision ▪ Cost associated with the District Strategic Compensation Plan – from \$400,000 to \$2,000,000 <p>Total Cost:</p> <ul style="list-style-type: none"> ▪ \$425,000 to \$2,000,000 <p>Intangible:</p> <ul style="list-style-type: none"> ▪ An accountability system of this type will require more work from staff both in the development and execution ▪ There will be employee stress relative to a change in accountability ▪ Some employee groups may challenge the change to existing practices ▪ There will likely be resistance to receiving performance feedback from peers | <p>Tangible:</p> <ul style="list-style-type: none"> ▪ Evaluations will be congruent with and reflect the direction of the District ▪ Seniority will not be the only factor in establishing compensation ▪ Consistency in the accountability process will be improved ▪ Subjectivity in accountability tools will be reduced ▪ Evaluation feedback will be more meaningful which should impact positive responses on the Employee Satisfaction Survey ▪ The retention rate of effective employees will remain high <p>Total:</p> <ul style="list-style-type: none"> ▪ Cost savings with regard to high retention rates <p>Intangible:</p> <ul style="list-style-type: none"> ▪ Employee perception of evaluations will improve ▪ An increase in collegiality and professional dialogue should result with feedback from peers ▪ Value will be placed on evidence-based performance along with experience ▪ GCISD Vision, Mission, and Beliefs will be evident in the actions of our employees |

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