

Student-Centered Workforce

APS will support and invest in a culture that attracts and retains skilled, talented, and effective staff committed to student success and well-being.

Performance Objectives	By 2030, XX% of all staff will respond favorably that professional learning improved their professional practice, by employee scale.	By 2030, APS staff will respond favorably to their workplace climate by XX% and staff engagement by XX% on the Your Voice Matters survey.	By 2030, APS will retain at least 93% of staff to maintain continuity, improve student achievement, ensure human resources prioritized on school progress.	By 2030, XX% of staff will report feeling safe at their workplace as measured by XX% staff responding favorably to YVM category Safety.
Strategies	<ul style="list-style-type: none"> • Develop vision and definition of quality professional learning in APS • Develop and implement competency-based professional learning and evaluation framework • Incorporate evidence-informed recruitment, retention, and development practices to advance a quality, diverse, workforce • Develop and sustain multiple professional learning pathways to advancement 	<ul style="list-style-type: none"> • Prioritize time spent on students and student learning • Develop/implement integrated HR initiatives that enable student-centered, inclusive climate, promote employee health and wellness • Employee reward and recognition processes aligned to APS strategic plan • Two-way communication system to build understanding, collaborate, raise/resolve concerns, aligned to division strategic plan priorities 	<ul style="list-style-type: none"> • Study, develop, and implement competitive total rewards package to recruit & retain HQ staff in all scales. • Engage staff in providing input, feedback, and continuous improvement of APS employee total rewards package • Implement structures to include staff in decision making for the improvement of learning and operations in APS. • Study/analyze innovative staffing models 	<ul style="list-style-type: none"> • Foster a positive school climate that promotes respect, inclusivity, and conflict resolution. • Create/maintain a culture of trust and relationships (staff, families, and administration) where concerns are reported and addressed. • Empower staff to implement tiered behavioral interventions to identify/eliminate root causes of serious behaviors; connect students to resources and supports to reduce and eliminate behaviors that pose safety risks.
Key Performance Indicators	% school-based & all staff responding favorably to YVM/Frontline survey question that school-based/division-wide PL improved professional practice	% staff responding favorably to the YVM category Engaged Workforce: Staff Engagement & Workplace Climate	% of staff responding favorably to YVM Engaged Workforce: Compensation and Benefits & Employee Voice; % of staff retention by employee scale	% of staff responding favorably to YVM category Operational Excellence: Safety