



<b>Strategic Plan Goal Area</b>	Staff Efficacy and Excellence
<b>Strategic Plan Performance Objective</b>	Develop a highly effective and accountable workforce

<b>PLAN</b>	
<b>Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate?</b>	
During the 2016-2017 school year, HCM increased the number of professional development classes being offered to our non-classified staff. We also created a position that specifically works with the development of the classes and staff (Talent Management Specialist). We saw an increase in the number of participants and developed a strong working relationship with the Division of Operations.	
<b>DO</b>	
<b>Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.</b>	
The following steps were taken to achieve this specific performance objective: <ul style="list-style-type: none"> <li>1. Creation of the Talent Management Specialist</li> <li>2. Creating a partnership with the Division of Operations</li> <li>3. Word of mouth</li> <li>4. Better communication with stakeholders</li> <li>5. More diverse set of classes</li> </ul>	
<b>CHECK</b>	
<b>Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?</b>	
HCM is working to achieve our overall goal in this area. The Specialist in charge of professional development has been charged with keeping track of the data associated with attendance and overall evaluations.	
<b>ACT</b>	
<b>What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?</b>	
We have been pleased with the performance of this area. There are no specific challenges associated with this task at this point.	