



Strategic Plan Goal Area	Staff Efficacy and Excellence
Strategic Plan Performance Objective	Retain highly qualified staff

PLAN
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?
Increase the percentage of employees who participate in the online exit interview process when leaving the District. We can celebrate completing the online resignation form that should go live in August 2017. We have also revised the form to include personal email addresses. Finally, we are working alongside Research and Accountability to disaggregate the information provided by the exit questionnaire.
DO
Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.
The following steps were taken to achieve this specific performance objective: <ol style="list-style-type: none"> 1. Creating an online resignation form 2. Partnering with Research and Evaluation on Exit Interviews 3. Creating a structured plan to conduct exit interviews
CHECK
Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?
HCM is working diligently to address this performance target. We will track the data closely once the online form goes live. Ideally, this will increase the number of individuals that provide true feedback on why they are leaving DeKalb.
ACT
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?
Historically, employees do not give a great deal of data in regards to why they leave their job. In researching other Districts, the same challenges we are facing are their challenges as well. We are hopeful that not requiring the principal to sign off on the resignation form and making it electronic will encourage the employee to be more open and honest about why they are leaving.