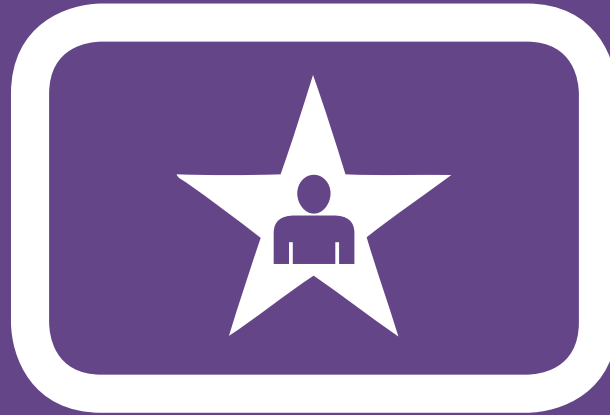


OSSE STRATEGIC PRIORITY #4



**TOP-NOTCH
TALENT**

#OSSESTRATPLAN



TOP-NOTCH
TALENT

STRATEGIES

1

ACCELERATE AND STREAMLINE HUMAN RESOURCES PROCESSES

- Identify and implement ways to speed up the hiring of new employees by streamlining intra-agency processes
- Improve the performance management process and ensure consistent supervision and evaluations of all employees
- Develop a common onboarding process for all employees

2

IMPROVE INTERNAL WORKPLACE CULTURE SO THAT ALL EMPLOYEES FEEL VALUED AND SUPPORTED

- Regularly conduct an employee satisfaction survey and actively respond to results
- Develop cross-divisional working groups to resolve major workplace issues
- Redesign and streamline internal communications vehicles
- Increase quality and engagement of quarterly “all-hands” meetings
- Meaningfully celebrate the successes of individuals and teams

3

EMPOWER STAFF THROUGH TRAINING, DEVELOPMENT, AND OPPORTUNITIES FOR GROWTH

- Build internal capacity for employees to make decisions on critical issues without delay or unnecessary escalation
- Invest in more innovative, high-quality, and relevant development for current and aspiring managers
- Charge and support managers throughout the agency with leading the development of their teams

4

UNDERSTAND THE DIVERSE CONTEXTS, STRENGTHS, AND NEEDS OF THE LEAs, CBOs, AND PROVIDERS WE SERVE

- Recruit staff with expertise working in LEAs, CBOs, and providers
- Set aside time during the school year for staff to learn from, visit, or volunteer in schools
- Provide content-specific development to employees so they can better support our stakeholders



TOP-NOTCH
TALENT

IMPACT

FOR OUR STAFF

- Greater knowledge about, and connection to, work happening across divisions of the agency
- Empowerment to make important decisions that serve our partners and students even more effectively
- A consistent performance management process and culture of honest feedback that effectively rewards our top performers and supports and develops others
- An appropriate level of resources and support for the work our staff does, in alignment with our strategic priorities
- Our staff view OSSE as a great place to work

FOR ALL OUR STAKEHOLDERS

- Smarter, more coordinated interactions that reflect a deep understanding of LEA, CBO, and provider needs and constraints
- Better cross-sector coordination and collaboration to facilitate our collective work on behalf of all students



HOW WE'LL MEASURE OUR SUCCESS



DECREASE IN VOLUNTARY
EMPLOYEE TURNOVER



DECREASE IN TIME TO
HIRE NEW EMPLOYEES



INCREASE IN EMPLOYEE SATISFACTION WITH
OVERALL WORKPLACE CONDITIONS AND CULTURE