

VISTA 2015 People Action Plans

Goal 1
Recruit, hire, induct, support
and retain high-performing
staff

Objective 1
Provide vigorous and effective
personnel recruitment strategies
that achieve greater diversity and
fill critical needs

Action 1: Develop and promote the APS "brand" that will creatively and aggressively recruit high quality candidates by 2015

Action 2: As positions become available, and while always seeking to hire the best qualified person for any position, increase ethnic diversity by 10% annually

Action 3: Decrease the number of vacant hard-to-fill positions by 5% annually through both traditional and non-traditional licensing programs and applicant sources

Objective 2
Attract and retain talented
employees by providing market-
competitive compensation and
effective work rules

Action 1: Implement a school-wide bonus pay program based on student achievement by 2015

Action 2: Develop a market analysis of our competition and utilize the results in a pragmatic and systematic way by 2015

Action 3: Attract non-teacher applicants through business / corporate means including web-based technologies, social media tools, and business / corporate networking by 5% annually

Objective 3
Improve retention rates by
responsive to professional
concerns and needs of
employees

Action 1: Support all beginning teachers through an effective induction and mentoring program

Action 2: Support all beginning classified employees through an effective orientation and mentoring program

Action 3: Develop and support all beginning administrators and professional/technical employees through an effective orientation and mentoring program by 2012

Action 4: Decrease teacher turnover rate by 10% annually

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