



Employee Voice in Decision Making

Presentation to the ACPS School Board

August 11, 2022



ACPS Vision and Mission

Vision

Our learners are engaged in authentic, challenging, and relevant learning experiences, becoming lifelong contributors and leaders in our dynamic and diverse society.

Mission

Working together as a team, we will end the predictive value of race, class, gender, and special capacities for our children's success through high quality teaching and learning for all. We seek to build relationships with families and communities to ensure that every student succeeds.

We will know every student.

ACPS Strategic Goals: Mapping to Success



THRIVING STUDENTS

ACPS will facilitate learning experiences grounded in high expectations, networks of care, and student curiosity to ensure academic and social-emotional development for all students while eliminating opportunity, access, and achievement gaps.



EMPOWERING COMMUNITIES

ACPS commits to developing a culturally responsive environment that will respect and champion the diversity of life experiences of all stakeholders and supports the physical and mental health of our students, staff, and families so they are actively empowered to engage in our school community.



EQUITABLE ACCESS

ACPS will attract, develop and retain the highest quality staff; develop sustainable and modern facilities, infrastructure and equipment; and distribute all resources in an equitable manner to transform learning experiences and opportunities.

Goal 3: Equitable, Transformative Resources

Objective 1: ACPS will attract, develop, and retain the highest quality staff.

Strategies:

ACPS will implement a total compensation structure that makes us highly competitive with other employees.

ACPS will revamp the teacher, support staff, and administrative performance appraisals so they align annually with school and department improvement plans and encourage growth and support.

ACPS will research, develop, and implement an Employee Services department that functions solely for the school division.

ACPS will create a marketing strategy that aligns with the new strategic plan that sets our system apart and makes us attractive to candidates.

ACPS will convene employee forums to learn how work conditions can continue to improve.

ACPS will develop a recognition program tied to our mission for educators and support staff.

Other Opportunities for Employee Voice

- Teacher Advisory Committee
- Classified Employee Committee
- Employee Focus Groups
- AEA Exchange
- Involvement in shared -decision making around a range of topics at both the Division and school/ department level.
- Pathway for student and employee ideas to improve learning and working conditions to make it to the budget development process.

The Motion

Ms. Callsen offered a motion to ask the Superintendent to explore meaningful meet and confer options and other alternatives for mutual interaction between management and staff to be established by School Board Policy to provide staff a resonant voice in the operation of the ACPS. A report back to the School Board with your recommendations within 90 days.

The Steering Team - WHAT

A committee of employees who have volunteered to come together - guided by the Mission and Vision of the School Division - to develop a process to discuss and recommend solutions to issues related to working conditions for all employees across all schools and departments.

The intent is that the process developed by the Steering Team will allow discussion and decisions that will improve working conditions and employee engagement.

Steering Committee Selection/ Participation - WHO

All school division employees were invited to participate in the Steering Committee.

Teachers -

- Message in Compass
- 23 expressed interest
- 12 have participated as Steering Committee Members

Support Staff -

- Email message through SAB and department heads
- 34 expressed interest
- 23 have participated as Steering Committee Members
- Group includes representatives from Transportation, Child Nutrition, EDEP, Building Services, School Nurses, school-based support and administrators

What does Employee Voice in Decision Making Mean? - WHY

Need

Embedded in Strategic Plan

Goal 3 - Equitable, Transformative Resources - recruit and retain

Embedded in Gallup Engagement Survey Data

“At work I have my opportunity to do what I do best every day”

“At work, my opinions seem to count.”

Why it's important

In order to “facilitate thriving students”, we must retain our employees.

Our Proposal

ACPS will create a representative employee committee that meets regularly to discuss issues that impact all employees of the school division or all employees of a particular employee group.

Process Development - Where We've Been

Interest-based Negotiation information as a starting point

Brainstorming of ideas for topics/ principles

Development of Draft Values / Guiding Principles

Discussion/ Learning/ Compromise

Process Development - Where We Are Now

Make-Up of the Future Team Common Themes from Steering Team Work Session

- a. The majority felt it is necessary to have two groups: one for classified staff and another for licensed staff (teachers).
- b. Every school will have at least 1 representative as will each department within ACPS.
- c. Meetings will take place monthly on a rotating schedule.
- d. Classified staff will meet together every other month. Faculty (teachers/admin) will meet together every other month.
- e. Each meeting is open for the other group to attend.
- f. Representatives will be compensated for their work.
- g. Representatives' roles are to put forth voices collectively, not pushing personal agendas.
- h. Supervisors will ensure representatives are able to attend meetings if held during work day and allow subs/facilitate coverage if needed.

Process Development - Where We're Going

Finalize process - We need more time

Finalize values and guiding principles

Communication/ Feedback from employees

Develop Policy/ Policy Approval

Share updates with the Board

Get Started

Accountability

Questions

Meeting Schedule and Structure

Meeting 1 - Overview/ Purpose of Steering Team (Zoom)

Meeting 2 - Developing Values and Guiding Principles

Meeting 3 - Developing Guiding Principles and Process

Meeting 4 - Synthesizing Input on Group Structure

Meeting 5 - Co-developing the Process / Group Name Proposals

Meeting 6 - Feedback on Process Ideas (Asynchronous)

Meeting 7 and beyond - Bringing it all Together - Process Development, Policy Development

Quarterly (?) - Validation/ Accountability of Process

The Steering Team? “Nuts and bolts”

- **Who?**
 -
- **What?** See slide 7 redundant?
- **When?**
- **Why?**

Process Development - Where We Are

Small group development of process ideas:

- Group Makeup
- Topic Rotation
- Meeting Routines/Procedures

Individual reflection and feedback on ideas.