

**Policy Type: Results****Strategic Initiative 6: Equitable Resources and Planning**

## Human Resources

Goal 1 – Workplace Culture

Goal 2 – Recruitment and Promotions

Goal 3 – Recruitment Outreach Efforts

Indicators of Success or Results

- Annual hiring statistics
- Resignation/retirement rates
- Personnel evaluation systems
- Employee longevity
- Exit interview surveys
- Annual report to the Board of Education

Goal 4 – Teacher and Administration Evaluation System

Indicators of Success or Results

- Percentage of completed teacher and administrator growth plans will show positive trends
- Annual report to the Board of Education

Goal 5 – Comprehensive Employee Orientation Program

Indicators of Success or Results

- Personnel evaluation systems for Category 1 Teachers
- Survey results of New Staff Orientation participants will show positive trends
- Annual report to the Board of Education

Goal 6 – Comprehensive New Teacher Mentor Induction Program

Indicators of Success or Results

- FPS New Teacher Induction (NTIP) annual survey results will show positive trends
- Growth from personnel evaluation systems for Category 1 Teachers
- Annual report to the Board of Education

## Long Range Facility Planning

Goal 1 – Maintain the Long Range Facilities Plan

Goal 2 – Annual Operational Maintenance

Goal 3 – Long Range Facilities Plan Implementation

Indicators of Success or Results

- Designed replacement schedules
- Operational maintenance completion schedules

- Analysis of available resources compared to upcoming needs
- Annual report to the Board of Education

Long Range Financial Planning

Goal 1 – Legislative Interaction

Goal 2 – Local Support for Schools

Goal 3 – Budgeting

Goal 4 – Operational Efficiency

Indicators of Success or Results

- Unqualified audit report opinion
- Timely budget certification by Board of Education and Cass County's Assessor's Office
- Maintain district fund balance percentages
- Maintain a minimum Aa/AA bond rating
- Annual report to the Board of Education

**Monitoring Method:**

**Monitoring Frequency:** *Annually in Concurrence with Strategic Plan Review  
Periodic Updates as Scheduled in GP-8-E*

Fargo Public Schools Board of Education