



## Year 0

2014 - 2015

- ❖ Value and brand launch of the Commit to Five program
- ❖ 1<sup>st</sup> five plus fiesta held in August 2014 honoring all CtF recipients
- ❖ Data dive revealed teacher retention challenges, and it became an organizational priority to demonstrate staff value
- ❖ Teacher focus group established to determine initial trends for attrition
- ❖ Leadership attends Change Academy and established programmatic priorities: flex scheduling on campuses, coverage & PTO challenge, rewards
- ❖ Pillars were created and a video was published - <https://yesprep.wistia.com/medias/9c84qcaxj8>
- ❖ Adjusted teacher salary bands

## Year 1

2015-2016

- ❖ Commit to Five working group was established
- ❖ Exploration of sub pool feasibility
  - Coverage tracker created
- ❖ Cursory Programming:
  - Ceremonies
  - Changes applied to teacher calendar (emphasis on sustainability)
  - Review of some functional areas to incorporate Commit to Five

## Year 2

2016-2017

- ❖ Clarify Commit to Five programming
- ❖ Update YES Prep system
- ❖ Define application (of Commit to Five program)
- ❖ Establish rules of the Commit to Five program
- ❖ Outline New to Blue- Commit to Five framework
- ❖ Collect Data
- ❖ Build website to showcase program

## Year 3

2017-2018

- ❖ Consider incorporating with onboarding
- ❖ Draft resource toolkit to assist managers (SD focus) with retention
- ❖ Analyze data correlations
- ❖ Include in budgeting
- ❖ Division of responsibilities established by 2020 member
- ❖ Year-2 onboarding
- ❖ Evaluative consideration
- ❖ Additional Commit to Five programming launched



- ❖ Establish 'Great place to work' framework
- ❖ External comparative

#### Year 4

2018-2019

- ❖ Review Commit to Five program review: 'lookback'
- ❖ Conduct extensive data collection
- ❖ Incorporate self-service counter of years committed

#### Year Five

2019-2020

- ❖ Correlate data and analyze for:
  - Effectiveness of Employee
  - Reason for recommitment
  - Incentive to continue for more years
- ❖ Create focus groups
  - The "ones that got away"
  - The "ones who stayed"
- ❖ Make program adjustments
- ❖ Create framework for relaunch
  - Realign Commit to Five with organizational priorities
- ❖ Financial review
  - Conduct cost savings analysis

#### Some perks currently provided to you by Commit to Five:

- Flex scheduling
- The guest teacher pool through CSTN
- Improved coverage equity
- 5+ Fiesta



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