

## **Talent Development Core Services**

### **Core Service: Leadership**

- Provide monthly professional development training for central office administrators in leadership roles
- Provide targeted leadership development training for aspiring and current assistant principals
- Support personal growth planning and development
- Codify career pathways and increase access to related training and development opportunities
- Develop, test, refine and support implementation of tools and resources to assist organizational leaders

### **Core Service: Highly Effective Systems**

- Plan for more effective performance management
- Measure employee engagement annually
- Make employee services more accessible
- Ensure policies and practices support employee experience
- Create physical spaces that support employee experience

### **Core Service: Employee Experience**

- Create a welcoming and positive culture through centralized onboarding and department-specific onboarding tools
- Offer opportunities for employee connectedness through affinity groups and lunch & learns
- Foster understanding of and commitment to the organizational core values
- Increase external partnerships that benefit all employee groups' health and wellness, as well as professional growth and learning
- Ensure all employee groups have access to awards and recognition programs

### **Core Service: Training and Development**

- Develop and offer transformational competency-based professional development opportunities
- Launch and operate the new professional learning hub, LaunchED
- Provide opportunities for all employees to access equity training and professional development