



ATLANTA NEIGHBORHOOD  
CHARTER SCHOOL

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## **EMPLOYEE “QUALITY OF LIFE” - STRATEGIC INITIATIVE UPDATE**

*PREPARED BY MATT UNDERWOOD, EXECUTIVE DIRECTOR | FEBRUARY 2016*

# ***Context***

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Faculty & Staff Development goal in strategic plan: *Be a school of choice for talented teachers and staff*

- Last year's initiatives in this area:
  - Increase faculty/staff collaboration time
  - Implement required TKES/LKES in as productive and least disruptive way as possible
- This year's initiative for this area:
  - Assess, strengthen "quality of life" for teachers and staff

# Quality of Life Initiative

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Two phases to this initiative:

1. Phase 1: Task force gathers information about and makes recommendations on teacher/staff quality of life at ANCS
2. Phase 2: Leadership team works with board to develop and begin implementing plan to address recommendations from task force

# Quality of Life Initiative

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Task force of interested teachers and staff formed to:

- Define what is meant by “quality of life” for teachers and staff at ANCS – *What are the measures (compensation, teaching load, engagement in decision-making, schedule, opportunities for growth, etc.)?*
- Gather information from faculty/staff – *What do teachers and staff think about the current “quality of life” as an employee at ANCS?*
- Assess information from ANCS teachers/staff and similar schools and make recommendations – *How does ANCS “quality of life” compare to similar schools? Do we have gaps? What should be addressed to attract and keep talented teachers & staff? What’s most important?*

# ***Findings & Recommendations***

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- 1. The vast majority of employees are satisfied with ANCS (96% are “happy to very happy” based on survey administered by task force)**
- 2. ANCS offers a supportive work environment with competitive benefits when compared to other schools researched**

# ***Findings & Recommendations***

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Positive “quality of life” for ANCS employees could be strengthened with focus on the following areas:

1. ***Salary***: Absent following the APS salary schedule, establishing clear expectation about how salary might grow during one’s time at ANCS
2. ***Path for growth***: Having a more clearly defined path for professional growth for veteran ANCS teachers/staff
3. ***Teacher Keys (TKES)***: Continuing to find ways to make the state-required teacher evaluation system fit within ANCS’s professional culture and our commitment to Coalition of Essential Schools principles

# *Findings & Recommendations*

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- Leadership team has reviewed and discussed task force's recommendations
- Principals and assistant principals will be focused on further exploring TKES area with task force members
- Matt will work with subset of leadership team to develop plan to address task force's salary and professional growth recommendations and will bring plan to board by end of current school year