

# Human Resources

**OUR MISSION:** Urbandale CSD Human Resources will maximize employees' ability to bring learning to life for everyone by empowering and supporting U.

URBANDALE



## Equity & Inclusion

**Annual Goals:** • Increase the racial diversity of UCSD's workforce to match the diversity of the student body by 2028-2029 school year.

**Strategic Actions:** • Attend hiring events outside of the school environment.  
• Connect with buildings and Parent Teacher Organizations on recruitment strategies.



## Service

**Annual Goals:** • Family-School Relationships Survey %tile Rank: • School Safety: 20 to 43%tile • School Climate: 30to 50%tile • Barriers to Engagement: 60 to 66%tile

**Strategic Actions:** • Develop and implement communication protocols related to school safety.



## People

**Annual Goals:** • Teacher Survey %tile Rank: • School Climate: 20 to 38%tile • Professional Learning: 30 to 60%tile • School Leadership: 30 to 50%tile • Feedback & Coaching: 30 to 50%tile • Teacher Efficacy: 30 to 50%tile • Staff Survey %tile Rank: • School Climate: 40 to 57%tile • Professional Learning: 40 to 65%tile • School Leadership: 50 to 60%tile • Evaluation: 40 to 57%tile

**Strategic Actions:** • Implement the new professional growth system for teachers.  
• Review the evaluation system for classified employees. • Complete a comprehensive review of hiring practices.



## Safety & Well-Being

**Annual Goals:** • Conditions for Learning: • Emotional Safety: Grades 3-5: 21% to 35% Grades 6-12: 24% to 35% • Physical Safety: Grades 3-5: 55% to 72.5% Grades 6-12: 52% to 61% • Student-Student Relationships: Grades 3-5: 85% to 90% Grades 6-12: 40% to 48% • Adult-Student Relationships: Grades 3-5: 81% to 91% Grades 6-12: 34% to 52% • Boundaries & Expectations: Grades 3-5: 73% to 79% Grades 6-12: 32% to 41%

**Strategic Actions:** • Provide professional learning regarding active threat processes and protocols for all UCSD staff members.