



Human Resources Board Report February 2026

Collaborative - Passionate - Inclusive - Supportive - Innovative

Jami Boege and I met with 45 staff members over the last few weeks. We met with teachers, associates, nurses, counselors, custodians, IT field techs, and administrators.

The breakdown of the staff that we met with:

- Teachers - 59%
- Associates - 30%
- Others - 11%

It was such a great opportunity to hear the specific things that make DCG a special place to come to work for our employees. It also allowed us to dig into some of the concerns that staff have, and will give us ideas on how to improve the daily experiences.

We look forward to doing this again in the spring.

Prompt: *"What do you look forward to when you come to work each day?"*

Overview

Staff responses were highly consistent and overwhelmingly positive. Employees across roles expressed strong connections to students, coworkers, and leadership, along with pride in the district and its culture. The following themes represent what staff value most and why they choose to stay.

Key Themes Identified:

1. Students are the heart of the work
2. Strong team relationships and sense of belonging
3. Feeling valued, appreciated, and respected
4. Supportive, visible, and approachable leadership
5. Professional autonomy and trust
6. Positive work climate and manageable expectations
7. Meaningful work and sense of purpose
8. Pride in the district and community

Key Takeaway:

The stay interviews reinforce that relationships, supportive leadership, trust, and purpose are the district's strongest retention factors. Protecting and strengthening these areas will be essential as the district continues to grow.

Prompt: *“What do you enjoy most about your current role or team?”*

Overview

Staff responses consistently highlight the importance of strong teams, trust-based leadership, professional autonomy, and meaningful collaboration. Across roles and buildings, employees describe feeling supported, respected, and trusted, with clear pride in their teams and the work they do.

Key Themes Identified:

1. Strong teams built on trust and camaraderie
2. Meaningful collaboration and PLC work
3. Professional autonomy with support
4. Supportive, trust-based leadership
5. Feeling valued, respected, and included
6. Meaningful roles and clear purpose
7. Variety, flexibility, and role fit
8. Stability, consistency, and clear systems
9. Growth, challenge, and leadership opportunities
10. Positive culture and pride in teams and buildings

Key Takeaway:

Staff most enjoy their roles when strong teams, trust, collaboration, autonomy, and meaningful work come together. These strengths are deeply interconnected and form a solid foundation for engagement and retention across the district.

Prompt: *“What might make your work experience even better?”*

Overview

Staff shared thoughtful insights about how their work experience could improve. Common themes center around support, workload balance, fairness, communication, recognition, and meaningful professional development. Employees are highly committed but face challenges from rising student needs, staffing gaps, and workload intensity.

Key Themes Identified:

1. Support for student needs and behaviors
2. Staffing, coverage, and workload balance
3. Fairness, equity, and consistency
4. Compensation and role recognition
5. Communication, inclusion, and voice
6. Time, pace, and work-life balance
7. Professional development that works
8. Cohesion, culture, and continuity
9. Recognition and acknowledgment

Key Takeaway:

Staff are deeply committed to their work but would benefit from balanced workload, equitable schedules, better coverage, clear communication, meaningful PD, and recognition. Addressing these areas can strengthen engagement, morale, and retention while protecting the district's strong culture.

Prompt: *“How can your supervisor or the district better support you in your professional growth?”*

Overview

Staff feel supported in their roles but shared ways professional growth could be enhanced. Common themes center on meaningful professional development, coaching & mentorship, autonomy, clear expectations, and opportunities to collaborate and grow within their strengths. Employees appreciate supportive supervisors and value hands-on, practical, and relevant learning experiences.

Key Themes Identified:

1. Meaningful, relevant, and tiered professional development
2. Time and opportunities for collaboration
3. Autonomy balanced with support
4. Clarity of expectations and growth pathways
5. Access to conferences and external learning opportunities
6. Scheduling and time for PD
7. Supportive supervisors and district culture

Key Takeaway:

Staff value meaningful professional growth, collaboration, and supportive leadership. Opportunities to differentiate PD, clarify expectations, provide structured collaboration time, and offer conference/learning experiences are the most important ways supervisors and the district can help staff grow professionally while balancing autonomy and support.

Prompt: *“What factors might cause you to consider leaving, and what could we do to address them?”*

Overview

Staff overwhelmingly enjoy working at DCG and value the culture, students, and supportive teams. However, several factors could influence retention, including pay and benefits, leadership changes, workload and stress, professional growth, and fairness/equity. Staff also shared ideas for mitigating these risks.

Key Themes:

1. Compensation and benefits
2. Leadership and administration
3. Workload and stress
4. Professional growth and development
5. Fairness, recognition and equity
6. Personal and external factors

Key Takeaway:

Staff are highly committed to DCG and value the culture, students, and team environment. Retention is strongest when pay and benefits are competitive, leadership is supportive, workloads are manageable, professional growth is accessible, and policies are fair and transparent. Addressing these areas proactively will help maintain high engagement and long-term staff satisfaction.

Stay Interview Summary – Retention Factors

Staff report high satisfaction working at DCG and strongly value the culture, students, and collaborative teams. Key factors that could influence retention include compensation and benefits, leadership stability and support, workload and stress, access to professional growth opportunities, and perceptions of fairness and equity. Pay and insurance were the most frequently cited concerns, particularly regarding competitiveness with nearby districts and recognition of prior experience. Staff emphasized the importance of consistent, supportive leadership and manageable workloads, especially in high-stress roles. Clear communication, equitable practices, and meaningful professional development were identified as critical retention supports. Overall, staff remain highly committed to DCG, with retention strongest when these areas are proactively addressed.