



## **Staff Retention Efforts**

Renaissance Academy Charter School of the Arts believes that retaining high-quality, dedicated staff positively impacts the lives of our children. Reasons for staff mobility are varied and for that reason the HR committee of the Board of Trustees surveyed the staff to seek feedback on staff satisfaction and needs. Results of that survey indicated that both financial and school culture/climate areas affect staff retention. The outline below lists some of the initiatives the school has undertaken.

### **School Culture/Climate:**

- RA hired a consultant, Dr. Michele Hancock to review and make suggestions on improving our school in the area of staff retention. Dr. Hancock conducted a workshop for our entire staff on culturally responsive teaching, and another on culturally responsive interaction amongst staff members
- RA conducted a staff survey to get feedback relating to both financial and school culture items. RA's leadership team worked to implement the items identified in the survey. The survey is available for review.
- RA implemented a School Improvement Team, which among other items, looks at and addresses ways to improve the culture and climate of our school.
- Leadership team members are each participating in a workshop that relates to culturally responsive leadership skills.
- RA implemented a mentoring program for staff members
- RA conducts 2 staff wellness days each year.
- RA has made efforts to promote staff from within the organization. Currently we have added 4 administrative positions, and 3 have been filled with current staff members. We have also promoted 7 assistant teachers to lead teaching positions.

### **Financial Retention Efforts:**

- RA reviewed area salary and benefit packages for all related positions. Upon this review we addresses areas that make us more competitive with schools in the Rochester area
- RA implemented new Health Insurance offerings that provide a wider range of options for staff. We also added HSA account options for staff, in which RA is a contributor based on the type of Insurance product that is selected
- RA implemented a 403b match option. All employees are eligible. There is no vesting period. Our match increases for employees who stay here for 3 years
- RA is implementing a reimbursement program for tuition. All employees are eligible for this program





