



ATLANTA NEIGHBORHOOD  
CHARTER SCHOOL

helping students learn to use their minds well

---

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

# ***Context***

---

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

- Areas of focus for this initiative in prior two years:
  - Increase faculty/staff collaboration time
  - Implement required TKES/LKES in as productive and least disruptive way as possible
  - Assess “quality of life” for teachers and staff

# ***Assessment Findings & Recommendations***

---

In 2015-16 school year, internal task force assessed “quality of life” among ANCS teachers and staff and reported the following:

1. **The vast majority of employees are satisfied with their employment at 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
3. **Positive “quality of life” for ANCS employees could be strengthened with focus on the following areas:**
  - ***Compensation:*** Absent following the APS salary schedule, establishing clear expectation about how compensation might grow during one’s time at ANCS
  - ***Path for growth:*** Having a more clearly defined opportunities for professional growth for veteran ANCS teachers/staff

# ***Action Items - Compensation***

---

1. Cost-of-living adjustment for all employees included with 2016-17 contracts
2. Developed guiding principles for compensation (see document) reviewed by leadership team and quality of life task force
3. Using guiding principles to review and propose updates to ANCS compensation policy
  - a. Matt Underwood, Kari Lovell, and Lia Santos reviewing different compensation strategies
  - b. Also exploring compensation practices in other local and national charter schools and non-profits
4. Proposed updates to compensation policy will come to board by March board meeting

# ***Action Items - Professional Growth***

---

1. Articulated all current opportunities for professional growth and development available to ANCS teachers and staff (see document)
2. Developed new teacher/staff “study grant” opportunity beginning this school year (see application)