



ATLANTA NEIGHBORHOOD  
CHARTER SCHOOL

helping students learn to use their minds well

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

*May 2017*

# ***Context***

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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***

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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

# ***Actions Taken - Professional Growth***

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1. Articulated all current opportunities for professional growth and leadership available to ANCS teachers and staff
2. Developed **new teacher/staff “study grant” opportunity** beginning this school year and awarded first of these grants

# ***Actions Taken - Compensation***

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1. Continued **cost-of-living adjustment for all employees** were included with 2016-17 contracts
2. Developed **guiding principles for compensation** reviewed by leadership team and quality of life task force
3. Leadership team and board used those guiding principles and study of practices at other schools and nonprofits to **review and propose updates to ANCS compensation policy**
4. Proposed updates to compensation policy **presented to faculty/staff for feedback** on May 3
5. Revised draft of updated compensation policy **reviewed by ANCS legal counsel and then presented to board for review and discussion prior to final approval**