



## Strategic Plan 2013-2018 Summary of Survey Feedback on the Finance & Operations Agenda

**Note:** Much of the feedback on this agenda was what can be classified as “Specific Programmatic Suggestions.” These are suggestions such as: As our buildings age they need to be maintained or fix low points so in the winter there is not a pool of ice, etc. Under each section there were a few comments along this line which will be considered by the specific program or department, but did not really fit in a five year strategic plan.

### **Employee Benefits**

10 comments were received. Some responses made specific programmatic suggestions. A couple of responses were related to negotiations and the current Act 10 issues. A couple of responses related to providing good pay and benefits, which is part of the goal to attract and retain staff. No changes suggested.

### **Employee Wellness**

8 comments were received. Some responses made specific programmatic suggestions. A couple of responses focused on the privacy of this information on an individual level, which will be considered as any program is built. No changes suggested.

### **Human Resources Operations**

8 comments were received. Some responses made specific programmatic suggestions. One suggestion made was to use a mentor process as part of the new employee inductions to discuss human resources issues. This suggestion will be evaluated as we look at the induction process. No changes suggested.

### **District Nutrition Programming**

9 comments were received. Many of the suggestions were specific programmatic suggestions related to healthy foods, etc. No changes suggested.

### **Buildings & Grounds**

6 comments were received. Many of the suggestions were specific programmatic suggestions. One comment discussed the need to give the HS fields some attention, which hopefully will come in the form of a sponsorship. No changes suggested.

### **Operational Technology**

7 comments were received. Many comments affirmed the goal, outcomes and measures of success for this area along with a couple of specific programmatic suggestions. No changes suggested.

### **Risk Management/Loss Prevention**

5 comments were received. Along with some specific programmatic suggestions, respondents agreed with the written document in this area. No changes suggested.

### **Business & Financial Operations**

6 comments were received. Comments affirmed the goal, outcomes and measures of success for this area. One suggestion mentioned the Oconomowoc plan of increasing time worked to be able to increase pay. No changes suggested.

### **Finance & Budgeting**

7 comments were received. A couple of comments affirmed the document in this area and a couple of comments made specific programmatic suggestions. No changes suggested.

**Other Thoughts/Comments**

9 comments were received. A few of these had the common theme of needing to provide a salary and benefits package to be able to attract and retain quality teachers. This is covered in our first goal area. Other than these there were a couple of specific programmatic suggestions. No changes suggested.