



Community Budget Steering Committee

Staffing and Compensation Sub-Committee

Facilitators:

Dr. Christopher Goodson
Dr. Kristin Leeper

November 14, 2023

Every student, teacher, and leader will meet or exceed their academic growth goals.

RICHARDSON ISD'S NORTH STAR GOAL



Meeting Norms



- We will respect everyone's time by starting and ending on time
- Be present, limit side conversations
- Attendance matters
- Ask questions for clarification and to help avoid making assumptions
- Make sure everyone's voice is heard
- All voices count. All opinions are valid, offer reasoning behind your thinking
- Use your voice to support the work and communicate responsibly
- If you bring up a problem, bring up a solution

RICHARDSON ISD'S NORTH STAR GOAL
Every student, teacher, and leader will meet or exceed their academic growth goals.



Staffing and Compensation –
Evaluate current campus and central staffing ratios and compensation schedules and make recommendations related to appropriate staffing levels.

Agenda



- Welcome & Introductions
- Norms
- Staffing/Compensation Discussion
 - Review of previous discussion points
- Generate recommendations (2-4) for big group
- Determine group representative speaker
- Next Steps

RICHARDSON ISD'S NORTH STAR GOAL
Every student, teacher, and leader will meet or exceed their academic growth goals.



Let's Review our past learning!



- Keeping the lense of making upcoming recommendations...Let's Review...
 - [September Meeting](#)
 - [October Meeting](#)
- **Staffing Models**
 - Should RISD redevelop and fully implement a stronger staffing model for campus and central positions? We have tried to stick with one, but over the years we have not been as diligent with staying within those guidelines?
- **Compensation Discussion**
 - Where do we want RISD to be when looking at compensation against the market? Above, at or below average? Should we look to move up higher on that scale?
 - Should RISD consider a different raise strategy at some point that could possibly result in cost savings eventually? This was the discussion around the min-mid-max philosophy.

Let's make our recommendations team!



- Let's make an affinity map at your table to start the process.
- Post-It Notes – one idea per note of recommendations from our committee
- Affinity Diagram – group similar ideas/recommendations
- Label each main area (title of recommendation)
- Determine overall recommendations from your table (no more than 3) on your poster. Highlight top three on your poster.
 - Gallery Walk: place a number (1-3) on each poster during your walk: priority rating (1= first priority, 2= second priority, 3= 3rd priority)
- Team representative nominations? We will put names on board.
- Vote on your sticky, we will take up your vote from you! ;)

Every student, teacher, and leader will meet or exceed their academic growth goals.



December 5, 2023 Meeting

- Location – Arzell Ball Center, Rooms 201 - 203
- Time – 6:00 p.m.
- Share sub-committee work and recommendations with big group
- Finalize planning for RISD Board meeting

THANK YOU!



RICHARDSON ISD'S NORTH STAR GOAL

Every student, teacher, and leader will meet or exceed their academic growth goals.

