

Joshua Independent School District Human Resources Department 2022-2023 Strategic Plan

Vision Statement

Joshua ISD Human Resources Department will be a highly acclaimed model of educational excellence.

Mission Statement

Joshua ISD Human Resources Department develops productive citizens of exceptional character who are lifelong learners.

Core Value Statements

1. Joshua ISD Human Resources Department provides a safe and orderly environment.
2. Joshua ISD Human Resources Department staff set goals and achieve high levels of success.
3. Joshua ISD Human Resources Department effectively and efficiently manages resources to promote student success.
4. Joshua ISD Human Resources Department is a source of pride and unity for students, staff, parents, and community.

Goal 1: Joshua ISD Human Resources Department will provide safe schools for students and staff.

1. 100% of all criminal history checks will be completed and approved prior to any employee, substitute teacher, volunteer, observer, student teacher or contractor entering a campus for the safety of JISD students and staff.

Goal 2: Joshua ISD Human Resources Department will ensure that every child is prepared for success in college, a career, or the military.

1. 100% of all elementary core classroom teachers will be ESL certified.
2. 100% of secondary ELA teachers including ELA special education teachers will be ESL certified.
3. 100% of all secondary middle school special education teachers will have a Generalist (4-8) or a Core (4-8) certification.
4. 100% of HR staff will promote student achievement by motivating and empowering teachers and staff.

Goal 3: Joshua ISD Human Resources Department will provide effective and efficient use of personnel, materials, resources and facilities to meet the present and future needs of a changing enrollment.

1. 90% of JISD staff will respond with satisfaction on the annual staff satisfaction surveys for the human resources department.
2. 100% of HR staff will foster an open work environment where all employees feel respected and recognized for their contributions.
3. 100% of HR staff will promote growth and continuous improvement by fostering teamwork and maximizing technology.