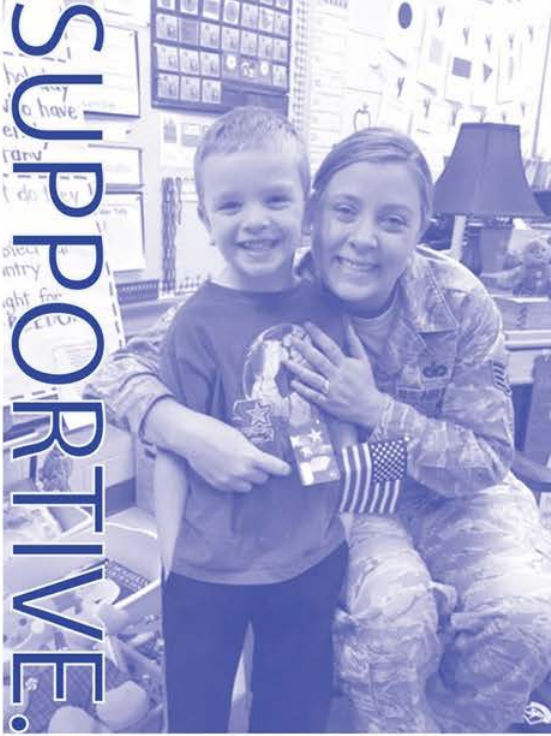
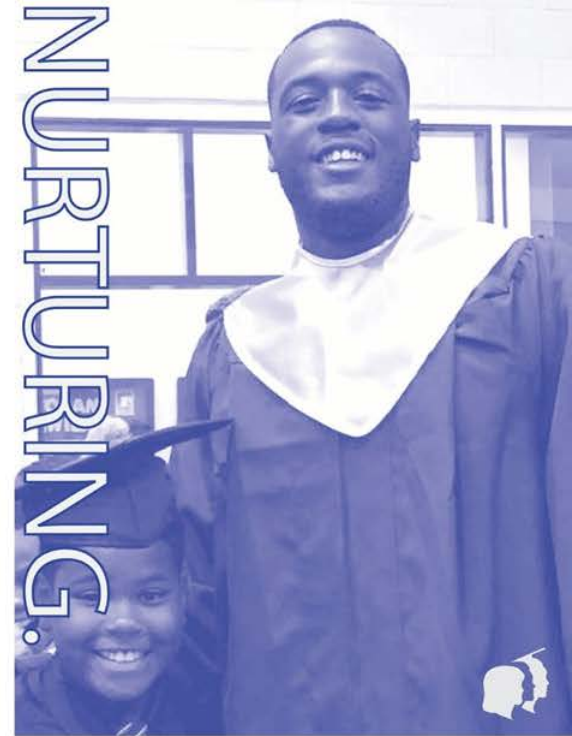




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Celebrating Team Chesterfield

Tim Bullis, Communications and Community Engagement
Citizens Budget Advisory Committee * Dec. 6, 2018



Chesterfield County Public Schools



Today's discussion

- Overview of Team Chesterfield
- Importance of staff/student recognition and celebrations
- Countywide staff/student recognition and celebrations
- Costs associated with countywide events
- Examples of Staff Celebrations at the School Level
- Existing sponsorships and opportunities





Team Chesterfield 101

- Approximately 8,000 employees
- Approximately 4,500 teachers
- Overall attrition rate: 14.2 percent
- Teacher attrition rate: 11.2 percent
- Overall average years of service: 13.6 years
- Teacher average years of service: 13.1 years





Importance of recognition

Reasons why employee recognition matters

- Recognized employees are happy employees.
- Happy employees are productive employees.
- When happy employees feel recognized and important/valued, they tend to remain with their organization.





Importance of recognition

Recognized employees are happy employees.

- Employees not only want good pay and benefits; they also want to be treated fairly, to make a substantial contribution to the organization through their work, and to be valued and appreciated for their efforts.
- From Forbes: Not everyone takes their work home with them. However, most do take their emotions from work home.





Importance of recognition

Employees who feel recognized/important tend to remain.

- From U.S. Bureau of Labor and Statistics: Most people who leave their job do so because they perceive a lack of respect or want more autonomy over their work.
- While a new employee may have a more affordable salary, you lose the historical knowledge, work-related efficiencies and investment in training made on employees who leave.





Recognizing service

Each new employee receives a Team Chesterfield service pin to wear to display their affiliation with the school division. Service pins are then awarded at key anniversary milestones and are given during special staff meetings.

- **Costs associated with service pin recognition: \$3,296**

Schools and affiliated PTAs/PTOs celebrate staff appreciation days/weeks throughout the year.





Recognizing service

The annual Retirement Reception recognizes retiring employees. Last year's event recognized 244 of approximately 350 employees leaving the division. Those staff members had a combined 5,467 years of service to Chesterfield County Public Schools.

- **Costs for 2018 Retirement Reception: \$9,310**
 - **Hors d'oeuvres provided by Career and Technical Center students (authentic learning opportunity), recognition item, set up, printing**





Recognizing excellence

The annual Teachers of the Year Gala celebrates the 63 educators selected as their school's best teacher. This is done in accordance with the state teacher of the year recognition program.

- Costs for 2018 Teacher of the Year Gala: \$12,655
 - Dinner, rentals, set up, awards, printing
- Support for 2018 Teacher of the Year Gala
 - Chesterfield Education Foundation, \$2,500
 - Chesterfield Federal Credit Union, \$1,500
 - Prop Shop, \$280



Recognizing excellence

The school division's top administrator is recognized through the R.E.B. Awards for Distinguished Educational Leadership. The school division would like to model the teacher of the year selection process in the future -- one from each level

- Costs for 2018 Principal of the Year: \$0
- Support for 2018 Principal of the Year: \$15,000
 - Winner gets \$7,500
 - Winner's school gets \$7,500



Recognizing good citizens

In collaboration with the Midlothian Rotary Club, the school division has hosted a Student of the Year event for the past decade-plus. Each school selects two students, one younger and one older, who best exemplify the school division's core values.

- **Costs for 2018 Students of the Year Gala: \$3,799**
 - Dinner, rentals, set up, awards, printing
- **Support for 2018 Students of the Year Gala**
 - Midlothian Rotary Club, \$9,661





School-level staff celebrations

Most school-wide staff celebrations occur at minimal cost, with \$50 per person being the threshold for most expenses.

Hopkins Elementary: Employee of the Month Gift Basket (valued at \$50)
Chips and Salsa for Feliz Navidad (valued at \$40)
Robious Middle: Teacher/Employee of the Month (\$10 gift card from PTA)
Coffee and Sweets to 60 Teachers (\$1000-drains account)
Midlothian High: Cocoa and Homemade Cookies from the kids (\$25),
Small item (Pen) during teach appreciation week (\$300)





School-level staff celebrations

All principals would like to do more for their staffs, but feel they do not have the funds for celebrations. Many pay for items out of their own pockets.

Manchester Middle: “Raising the Bar” Certificates (\$2 each)

Raffle for Teacher of the Month Parking

Thomas Dale High: Teacher of the Month Certificate and Yard Sign (\$20)

Kudos of the Month-Candy & a Gift Card (\$25)

Staff Pizza Dinner (cost varies)

Gordon Elementary: Notepads, Candy Bar, Book-Kids Deserve It (\$50)





Recognizing partners

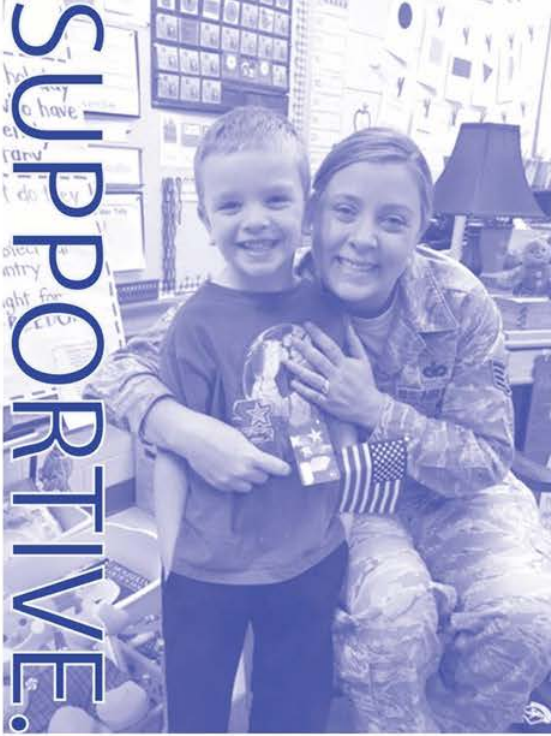
The school division hosts an annual Business and Community Partnership Recognition Luncheon. Each school/department submits 3-5 partners making key differences for our students.

- Costs for 2018 Partnership Luncheon: \$11,995
 - Lunch provided by Career and Technical Center students (authentic learning opportunity), rentals, set up, awards, printing
- Support for 2018 Partnership Luncheon
 - Virginia Credit Union, \$7,500

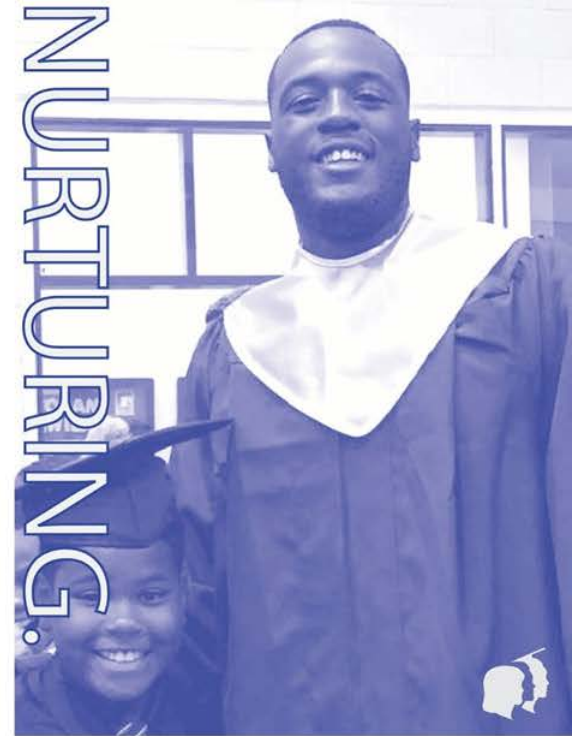




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