



## What your team thinks about your school matters.

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Engaged staff members at every level are more loyal, more productive, more committed to the goals of the school, and are significantly more likely to advocate for the mission of the school.

HR Knowledge's [Employee Engagement solutions](#) empower you to identify the issues of concern among your staff members, provides you the ability to take proactive and effective measures to understand and to act upon those concerns in a productive, consistent, and transparent manner. Action plans can be as simple as offering more challenging projects, fostering closer connections with colleagues, or providing more rewards and recognition.

### HR Knowledge's Six-Step Process to Engage and Retain Employees

#### **Step 1: What do your people think**

The essential first step.

- A. Facilitated Focus Groups
- B. Online surveys
- C. Published results

#### **Step 2: Acknowledgement**

Based upon the findings developed from the above actions, a systemic recognition of the importance of the feelings, concerns and professional challenges of all staff.

#### **Step 3: Continuous Feedback**

Creation of a consistent, regular and effective communications method to ensure regular and constant feedback through a leadership advisory process.

#### **Step 4: Appeal Process**

Creation of a process to ensure that employment decisions are objectively assessed and appealed as may be necessary.

#### **Step 5: Enlightened Vision**

Continual reinforcement of the Mission of the School, it's positive effects on the students and their families and acknowledgment of the staffs' work to accomplish the Vision.

#### **Step 6: Relentless Communication**

Creation of a communications plan so that you communicate, communicate, communicate and then communicate some more. Relentlessly, positively, every day.

**Give your staff every reason to believe that they are valued, heard, and respected; and that the School has their best interests as a core value, every day.**

To learn more about our employee engagement solutions, [contact us](#).

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## About HR Knowledge, Inc.

Founded in 2001, HR Knowledge, Inc. provides integrated outsourced HR services tailored to our clients' needs. Our full array of offerings includes managed payroll, employee benefits administration, and HR consulting and support services, such as training, compliance, and Hiring Process Management™, our comprehensive recruitment service that takes you from finding to onboarding new talent. Our major markets are fast-growing small- and medium-sized businesses, many of which are venture-capital-backed; foreign companies expanding into the states; and charter schools. Partnering with HR Knowledge can reduce your administrative costs, minimize your legal risk, help you find and develop talent, and alleviate the HR burden so that you can focus on your core business.

