

## Camden County Schools Action Plan 2017-2018

**School/Dept:** Central Office - Personnel

**Critical Issue:** There were 78 employee injuries reported during the 2016-17 school year of which 23 (29%) were treated by a physician.

**S.M.A.R.T. Objective:** Reduce the number of employee injuries by 10% from 78 to 71 and injuries treated by a physician by 20% from 23 to 19 by the end of the 2017-18 school year.

**Strategic Focus Area:** 2. Quality Teachers, Administrators, and Staff: Ensure quality personnel in all positions.

**CCS Goal:** Goal 4.2 Fiscal resourcefulness and accountability that provides adequate financial and personnel resources to maximize student achievement

**Performance Indicator:  
(Lagging Indicator)** 2018 Employee Injury Report

**Outcome:** \_\_\_\_\_

**Final Report Date:** 6/30/2018      **Report Format:** 3 - Written Summary to Focus Area Work Team      **Status:** In Progress

Strategy	Owner	Reports To	Report Date(s)	Resources & Professional Learning	Evidence / Leading Indicator
Safety training tips provided to new certified staff, food service, bus drivers and special education personnel incorporated in Mindset refresher training	M. Wright, D. Dimsdale, V. Melton	Jon Miller	07/24/17	2017 Employee Accident data	75% reduction-new employees having accidents when comparing FY17 & FY18 new employee accident data
Safety Walkthroughs of facilities conducted to include external safety representative	J. Miller, M.Blackerby, Ga.Srvs. Rep.	Focus Group	10/27, 1/30, 4/30	Walkthrough data	25% reduction in safety hazards when comparing previous walkthrough data during the year.
Additional safety professional learning opportunities will be provided to employees with recurring injuries	Jon Miller	Focus Group	10/27, 1/30, 4/30	Ga.Admin.Srvs. & Internet Safety Materials	50 % reduction-multiple injuries when comparing multiple year trend data from FY17 & FY18
Quarterly report out of accident data at admin./principals' mtgs.	Jon Miller	Admin./Princ. Groups	10/4, 1/3, 4/11	2018 Employee Accident data	10% reduction- FY17 & FY18 accident data comparison