



EMPOWERED BY ENDORSEMENTS

ND Leaders Speak on Vital Network's Influence

Education leaders across North Dakota endorse Vital Network for its early transformative impact on schools and educators. From amplifying teacher voices to improving retention and well-being, these testimonials highlight Vital's role as a trusted partner in creating meaningful, lasting change.

IMPROVING SCHOOL CULTURE **THROUGH COLLABORATION**

As the Superintendent of Bismarck Public Schools (PBS), I wish to express my wholehearted support for Vital Network and the transformative work they are doing to support educators. Vital Network's initiatives **have not only driven meaningful conversations in our buildings** but have also **empowered our leaders to truly listen to and uplift the voices of educators**. When educators and leaders collaborate effectively to address the complex challenges our schools face, extraordinary progress becomes possible.

Beyond their exceptional work with our educators, I am excited to share that our district is partnering with Vital Network to roll out our first survey designed specifically for building leaders. In a district as large as BPS, **it's essential to ensure that our building leaders feel heard and valued**, with a clear voice in shaping the direction of the district. This survey aims to break down barriers of isolation and provide a platform for our leaders to share their perspectives, fostering stronger connections and alignment across the district.

BPS and I remain steadfast in our support of Vital and their mission.

Thank you for joining us in recognizing and supporting the incredible impact of their work.

Jeff Fastnacht, *Superintendent*
Bismarck Public Schools

A CATALYST FOR **PARTNERSHIPS & PROGRESS**

Northern Cass began their partnership with Vital Network in the spring of 2024. The partnership has continued throughout this year. The work they have done thus far has exceeded our expectations. **They are a true partner in the work and fully understand a 'one size fits all' approach does not work for recruitment and retention of staff. They recognize each organization has a unique culture, and they have gone above and beyond to understand our context.**

During the fall of 2024, Vital Network engaged Central Cass, Maple Valley, and our district in a cohort to do this work together. This cohort has provided us with thought partners and resources. We knew the districts before, but now we are truly partners in this work. Before, we competed. **Now, we work together to do what is best for our communities, educators, and learners. Vital Network was the catalyst for this unique partnership.**

Vital Network has helped us focus our attention on key areas to **build a world-class culture.** With their vast resources, network of districts, and high-quality staff, **they are helping us to become the best version of ourselves.**

Dr. Cory J. Stenier, Superintendent
Northern Cass School District

POSITIVITY DRIVES **PROGRESS IN RURAL SCHOOLS**

As a rural school district that struggles with finding qualified teachers when we have openings, we know that teacher retention is important to our ability to have a quality school.

One of the aspects we appreciate so much about our work with Vital Network is that the work is focused on positivity and moving our school forward.

Vital Network is helping us become the best school we can be and that is very inspiring.

Phil Leitner, *Superintendent*
Montpelier Public School

AMPLIFYING **EDUCATOR VOICES & MORALE**

Our district, like many others, struggles with retention and recruitment of qualified educators and other key staff members. **By making Vital Network a part of our district, our educators feel like they have a voice and are being heard, something they have not always felt before.**

The Vital platform provides valuable insight into key areas such as job satisfaction, workplace culture, time management, and overall well-being, and opens the door to meaningful conversations and collaboration between our administrators and educators to create strategies to improve all these areas.

In our short time with Vital, we have already seen improvement in employee morale and well-being. We are excited to continue our work with Vital Network and encourage anyone who is on the fence to try it and see how it can improve their district.

Amanda Denevan, *Assistant HR Director*
Williston Basin School District

A PARTNER IN **ENHANCING STAFF WELL-BEING**

Fargo Public Schools is pleased to continue our partnership with Vital Network for the second consecutive year to conduct our staff well-being survey. **Their expertise in administering the survey and supporting the implementation of the data has been instrumental in enhancing our staff's well-being.**

We highly recommend Vital for their professionalism and dedication to improving organizational health.

They are more than a Vendor, they are a true partner in the work!

Dr. Jeff McCanna, *Chief Human Capital Officer*
Fargo Public Schools

A VALUABLE TOOL FOR **FOR RURAL SCHOOLS**

Vital Network has been a valuable asset in helping our Burleigh County Schools to see what we are doing well and how we can improve.

They have provided resources for us to survey, and **we look forward to continuing the process of what levers we should pull to assure we keep the excellent staff we have in place.**

It has been **a valuable tool for our districts**, and even though we are early in the process, we look forward to being able to achieve the quality discussions needed to assure continuation of the excellent rural schools in Burleigh County.

Brandt J. Dick, *CFO*
Burleigh County Superintendent
of Schools, C.R.E.A

AUTHENTICITY AND **SYSTEMATIC ALIGNMENT**

Regardless of efforts to communicate with transparency, sustaining trust, and fostering a culture of care and concern, districts leaders can always improve.

As a superintendent, collaborative and systematized guardrails have been the centerpiece of Vital Network's work with Grand Forks Public Schools.

There is authenticity in their approach and infinite reflection from school-level to district-level alignment. **Vital Network's approach is open, honest and is a "walk with you" perspective that is refreshing and difference-making.**

Dr. Terry Brenner, *Superintendent*
Grand Forks Public Schools

DRIVING MEASURABLE **GROWTH IN KEY AREAS**

Vital Network has been instrumental in supporting Jamestown Public Schools' strategic goals by providing valuable insights into staff perceptions of care and support, time management, and voice in decision-making. **What makes the Vital Network process different is the framework and consultation that is embedded into ensuring staff voice is heard** and action plans are collaboratively developed with a focus on improving the working and learning environment. JPS saw measurable increases in all key areas between our baseline survey in December 2023 and the October 2024 survey and we attribute that to Vital Networks process and supports.

Furthermore, the alignment of Vital Network's efforts with the North Dakota Teacher Retention and Recruitment Task Force recommendations is evident. By focusing on improving working conditions and fostering a supportive school culture through regular data collection and actionable insights, the **JPS is proactively addressing key factors in teacher retention and recruitment**, such as mentorship, workplace satisfaction, and professional development.

Dr. Rob Lech, *Superintendent*
Jamestown Public Schools

EMPOWERING ADMINISTRATORS **TO RETAIN TEACHERS**

Vital Network has created a system for North Dakota schools to understand and promote teachers' voices in our schools.

Having already customized support particularly well for larger districts, Vital developed and began implementing a plan to partner with the REAs to reach ND teachers in our smallest and most rural districts. Their presence in ND creates the opportunity for every teacher to be a part of the solutions in their school.

Dr. Aimee Copas, *Executive Director*
North Dakota Council of Education Leaders

A DATA DRIVEN APPROACH **TO TEACHER RETENTION**

Vital Network's work with schools **leverages high-quality survey methods and objective teacher retention data to identify and foster the workplace factors that retain North Dakota's educators.**

The collection of such high-quality data also enables strong evaluation of Vital Network's programming and the reporting of outcomes to the legislature.

Dr. Ellie Shockley, *NDUS Institutional Researcher*
Supporting NDDPI

BRINGING EVERY TEACHER **INTO THE CONVERSATION**

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Luke Schaefer, *CEO*
Central Regional Education Association

Vital Network is on a mission to ensure that every school is an exceptional workplace that retains its talent and contributes to a brighter future for the profession.



For more information visit

www.vitalnetwork.com