

**Masonic Home for Children
Retention Plan
2025**

Overall Goal: To Reduce the Turnover Rate and to Increase Staff Morale

	Mini-Goals	Strategies	Participants	Documentation	Completion dates	Goal met (X)	
1.	Increase staff trainings/meetings held face-to-face by 75%.	Increase face-to-face trainings to reduce staff turnover rate 10%.	All Staff, Departments One-on-one	Copies of agendas, participants sign-in sheets, copies of materials covered.	2025 -2026		
2.	Improve staff morale in all departments.	Provide team-building activities to all staff/Individual areas/departments, etc.	All staff/departments	Copies of agendas, copies of materials covered, etc.	2025 -2026		
3.	Provide staff questionnaires to seek input on areas of improvement.	Address concerns; allow inclusive decision-making when possible.	All staff/departments, After 90-day orientation	Questionnaire and written input from staff.	2025 2026		
4.	Improve the quantity and quality of supervisions and evaluations per MHCO Policies and Procedures	Improve the quantity and quality of supervisions and evaluations to enable staff to grow and to be held accountable for job requirements.	All Staff	Agenda of meetings/ Signed copies of supervisions and observations completed in timely manner based upon Policy & Procedure.	2025 -2026		
5.	Provide Stay Interviews twice a year (especially with new hires).	Address concerns employees may have to enhance their employment at MHCO.	Mainly new staff and randomly selected tenured staff	Agenda, sign-in sheets, etc.	2025 -2026		