

# **BOARD AGENDA ITEM**

August 27, 2019

## **SUBJECT:**

Recruitment and Retention Committee Final Update

## **BACKGROUND:**

The Recruitment and Retention Committee concluded with a specific set of recommended action steps and the need for a more detailed analysis of each. To facilitate this process, three (3) working committees were established, one of which focuses on the development and implementation of a job and task analysis.

## **ADMINISTRATIVE CONSIDERATION:**

The Recruitment and Retention Sub-Committee focused on workload and task analysis finalized a task analysis tool and prepared an implementation plan to conduct a job and task analysis focused on teachers. The job and task analysis began on March 4, 2019, and concluded on March 29, 2019. All data captured has been recorded, and initial analysis is complete.

Key stakeholder groups, to include the Recruitment and Retention Committee, the workload sub-committee, Teacher Forum, and PEP Board members, met on May 20, 2019, to review the data and make specific recommendations. It was determined that additional data analysis was needed before specific recommendations could be made.

Deeper analysis of data based on content areas within each level as well as years of overall teaching experience was conducted, as well as more specific analysis of after hours activities. Key stakeholder groups met again on August 21, 2019 to review data and make recommendations.

## **RECOMMENDATION:**

For information only.

## **PREPARED BY:**

Jennifer Hart