

BOARD AGENDA ITEM

July 16, 2019

SUBJECT:

Recruitment and Retention Committee 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, one of which focuses on retention, and one of which focuses on recruitment.

ADMINISTRATIVE CONSIDERATION:

The Recruitment and Retention Sub-Committee focused on retention prepared implementation plans for four (4) specific recommended action items:

- Develop and implement a robust orientation to the District and school based location or department.
- Establish school based retention teams and create a system for personalized welcome notes from District and school leadership for all new hires.
- Explore Social Emotional Learning curriculums to support environmental concerns.
- Develop year round employee recognition programs, one district wide and a menu of program ideas for principals to choose from at the school level, to incentivize and reward positive performance and behavior across all employee categories.

The Recruitment and Retention Sub-Committee focused on recruitment prepared implementation plans for four (4) specific recommended action items:

- Establish "Lunch & Learn" program for upcoming education graduates at Colleges & Universities within a 3 hour radius.
- Create and train cross-functional recruitment teams for varied recruitment events locally, regionally, nationally and identify teachers to represent the District at alma mater.
- Establish school based interview welcome teams to greet applicants.
- Evaluate feasibility of referral reward program.

Implementation of action items began in May and work will continue through the 19-20 school year.

RECOMMENDATION:

For information only.

PREPARED BY:

Jennifer Hart

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