



Progress Check for Continuous Improvement

Division of Human Resources
November 18, 2015

Strategic Plan Goal Area	Staff Efficacy and Excellence
Strategic Plan Performance Objective	Improve district processes to attract highly qualified staff

PLAN
Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate?
<ul style="list-style-type: none"> • Streamlined Interview and Pre-Screening Processes to include more behavioral questions that assess personal character and predict future success • Reorganized HR Teams for effectiveness • Poured additional resources into research and recruitment • Realigned recruitment efforts with more focus on behavioral interview questions • Enhanced the college and university partnerships • Added new efforts to the recruitment plan (i.e. Increased social media recruitment efforts)
DO
Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.
<ul style="list-style-type: none"> • Conduct thorough research on improving the recruitment and selection process by partnering with teacher preparation programs • Train staff on best practices • Update District processes that align with best practices for hiring high quality staff • Prioritize responses to candidates • Create a “career blog” for applicants that will help them with tips for interviewing for internal positions as well as research on improving job performance • Carry out “Grow Your Own “ initiatives with current staff and students
CHECK
Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?
<p>The initiatives are still being researched and plans being implemented. We have noticed a slowdown in hiring because hiring administrators are more focused on getting the “right” individual for the job by completing a thorough interview process.</p> <ul style="list-style-type: none"> • Review the quality of recruitment and numbers of new hires from various mediums • Effectiveness survey
ACT
What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?
<ul style="list-style-type: none"> • Time is a limitation- Need to provide more time to train all hiring authorities to include principals and other district leaders • Resources (i.e. additional staff)



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Strategic Plan Goal Area	Staff Efficacy and Excellence
Strategic Plan Performance Objective	Develop a highly effective and accountable workforce

PLAN
Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate?
<ul style="list-style-type: none"> • Increased the number of opportunities for all staff members to partake in professional learning • Created more workforce development opportunities and information for employees • District selected a new system (True North Logic) for employees to view and sign up for professional development courses • Increase in employee accountability • Implementation of DeKalb County Evaluation System (DCES) for school based Education Support Professional (ESP) employees
DO
Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.
<ul style="list-style-type: none"> • Information Technology is creating a plan for implementation of the new system • Professional Learning is currently developing courses for enhanced productivity • Researching and developing additional options for Education Support Professionals (ESPs) • Offer training and one-on-one meetings for supervisors and principals who are considering separating with an employee
CHECK
Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?
<ul style="list-style-type: none"> • November data shows an increase in the number of employees registering for professional development
ACT
What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?
<ul style="list-style-type: none"> • Transition from PD Planner to True North Logic • New system implementation • Time- Supervisors need to take time to properly document employee performance



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Strategic Plan Goal Area	Staff Efficacy and Excellence
Strategic Plan Performance Objective	Retain highly qualified staff

PLAN	
Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate?	
<ul style="list-style-type: none"> • Compensation and Comparability salary increases for school based certified employees 	
DO	
Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.	
<ul style="list-style-type: none"> • Provide low cost or no cost retention strategies for principals • Provide salary increases in January 2016 • Research and implement district retention training 	
CHECK	
Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?	
<ul style="list-style-type: none"> • Separation/turnover rates have stabilized across the district 	
ACT	
What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?	
<ul style="list-style-type: none"> • Developing supportive school climates • Socializing new teachers into their new environment • Improving working conditions in the schools 	