

HUMAN RESOURCES



The Human Resources Department supports the Strategic Plan in the following ways:

Priority One and Two - Intellectual Development/ Human Social Development


Strategy 1: Employ candidates whenever possible with the highest credentials and qualifications for each position


Action: Create appropriate postings for all available vacancies


Outcome: Providing teachers/support staff to support student learning with qualified staff in the areas they support.


Measure: Feedback from principals on teaching staff and yearly evaluations of support staff to ensure satisfactory performance is being achieved

Strategy 2: Employ teachers in District roles to support student learning in all communities

 District Numeracy Teacher to support student learning K-12


 District Literacy Teacher to support student learning K-12


 District Social Emotional Learning Teacher to support student learning K-12

 District Behavioral Teacher to support student learning K-12

 2 Student Services Coordinators to support student learning K-12

 District On-Line Learning Teacher Coordinator to support programs for on-line learners

 District Principal of Student Services to support special needs of students K-12

 District Principal of Transformative Learning and Technology to support student learning K-12

Action: Create appropriate postings for all available vacancies

Outcome: Provide classroom teachers with qualified support staff in the areas they require assistance

Measure: Satisfaction survey from principals/teachers on district teaching staff support

Strategy 3: Staff to appropriate levels to meet identified learning needs

Action: As part of the spring staffing process the HR department will meet with all schools to ensure non-enrolling staffing allocations are adequate to meet the learning needs of students

Outcome: All learning needs, above and beyond the required level are addressed through the staffing process.

Measure: On-going feedback from principals to the District Principal of Student Services/Directors of Learning/Superintendent

Strategy 4: Support teaching and leadership professional learning opportunities.

Action: To hire Teachers Teaching on Call who are readily available to support schools to release teaching and support staff for learning opportunities in all communities

Outcome: Principals and other learning facilitators will be able to plan learning events supported by an available supply of Teachers on Call and Support Staff

Measure: Track any unfilled absences resulting from learning events held within the district

Priority Three - Career Development

Strategy 1: District Workforce will become more representative of community diversity

Action: Complete the process of becoming an equal opportunity employer.

Outcome: Increased numbers of diverse population among teachers and other school district staff

Measure: Yearly workforce diversity analysis