



Human Resources

September 2023

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School District #5
(Southeast Kootenay)

Human Resources

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

Priority One: Equity and Inclusion








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

Priority Two: Success for Each Learner

Strategy 1:	Employ candidates with the highest credentials and qualifications for each position
Action:	Create postings searching for applicants with required degrees/formal training and or experience 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.



Priority Two: Success for Each Learner (continued)

<p>Strategy 2:</p>	<p>Employ teachers in District roles to support student learning in all communities:</p> <ul style="list-style-type: none">  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  2 Student Services Coordinators to support student learning K-12  District Vice Principal of Human Resources and Health and Safety  District Principal of Early Learning and Child Care  District Principal of Student Services to support special needs of students K-12
<p>Action:</p>	<p>Create appropriate postings searching for qualified applicants for all available vacancies</p>
<p>Outcome:</p>	<p>Provide classroom teachers with qualified support staff in the areas they require assistance</p>
<p>Measure:</p>	<p>Satisfaction survey from principals/teachers on district teaching staff support</p>



Priority Two: Success for Each Learner (continued)

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.

