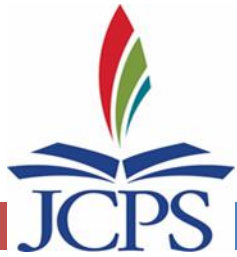
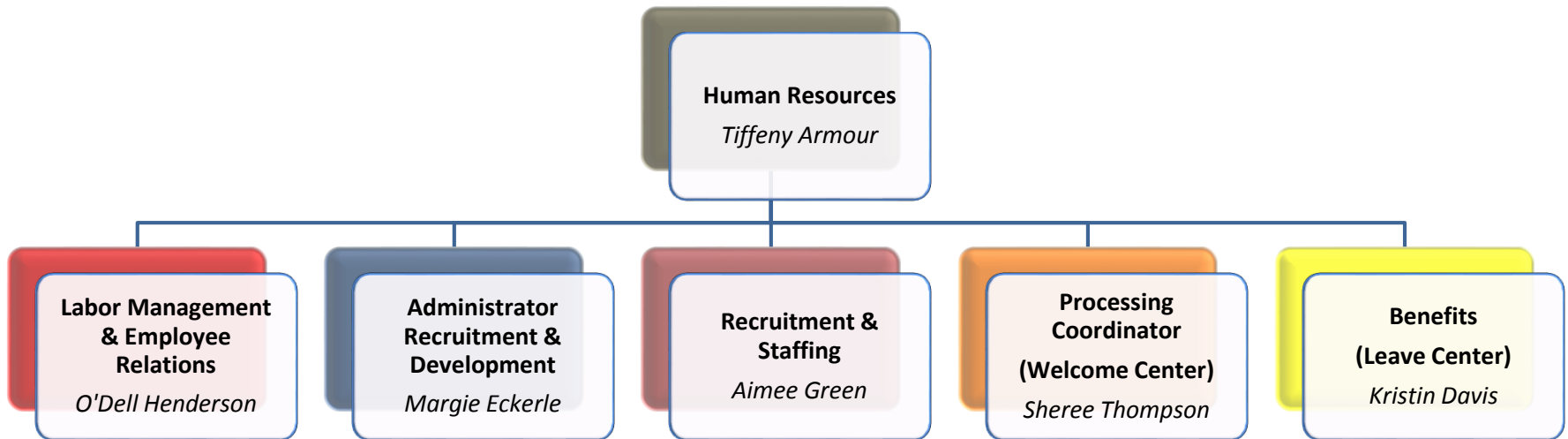


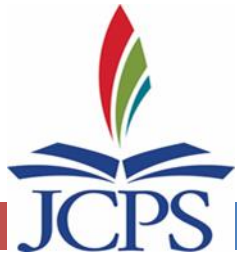
HUMAN RESOURCES IMPROVED STRUCTURES & SYSTEMS

Update July 2017

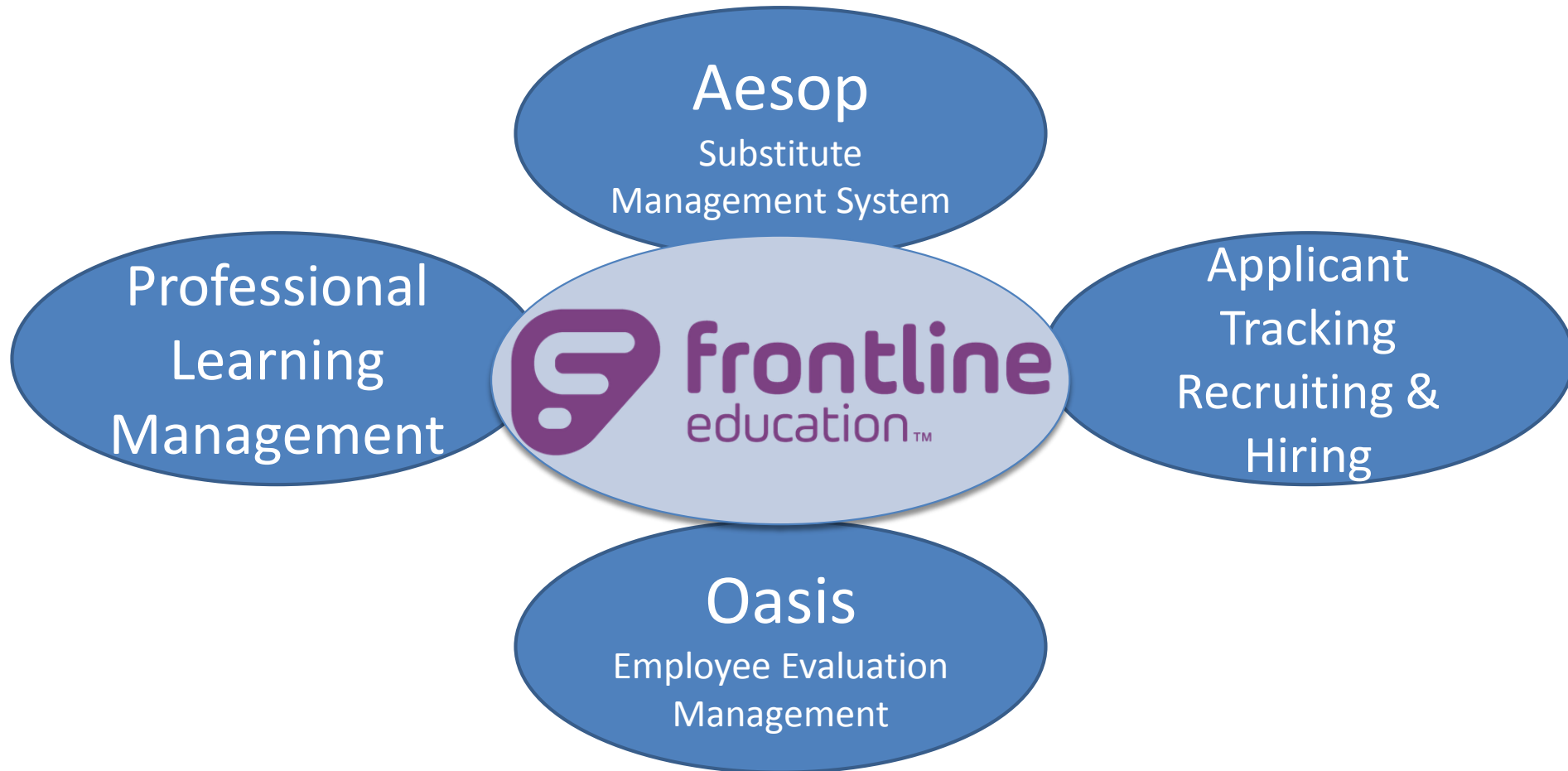


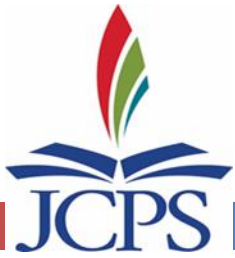
Human Resources Team



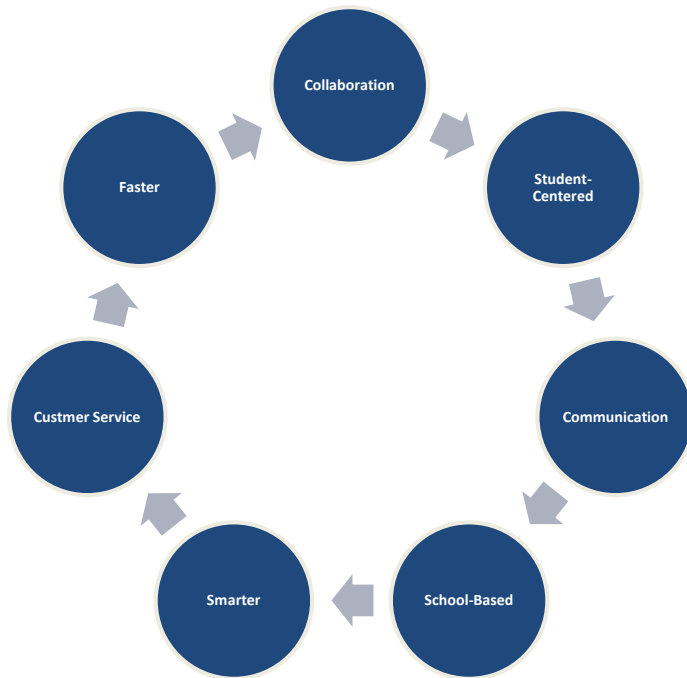


Online Management Systems

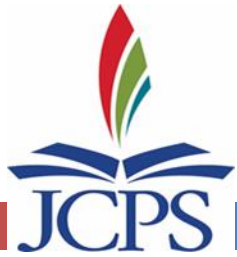




Strategy 3.1.3



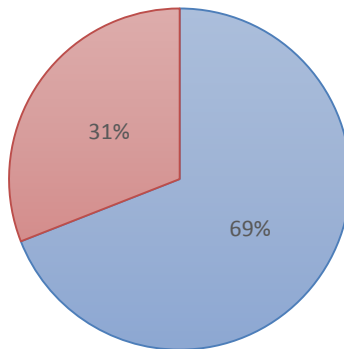
- Timeline Changes to the Teacher Transfer Selection Process Window
- Communications and Social Media Outreach
- Individual School Postings (48 hours and the Waiver Process)
- Enhanced Utilization of Applicant Tracking



Some Current Data

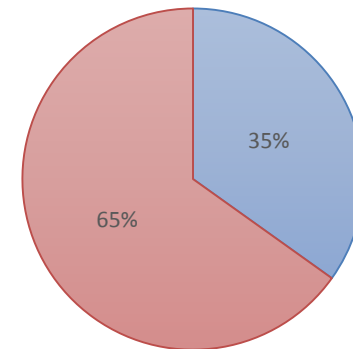
2016-2017 Welcome Center Stats	
Visitors	9,346
Background Checks	4,327
Process - Action Entries	10,050

Certified Applitrack Applicant Pool
Since 5/1/2017

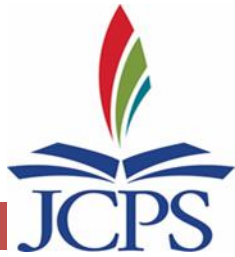


■ Female ■ Male

Certified Applitrack Applicant Pool
Since 5/1/2017

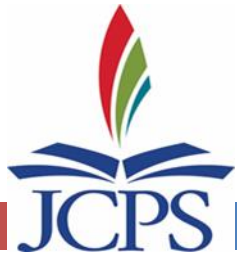


■ Racial & Ethnic Minority ■ White

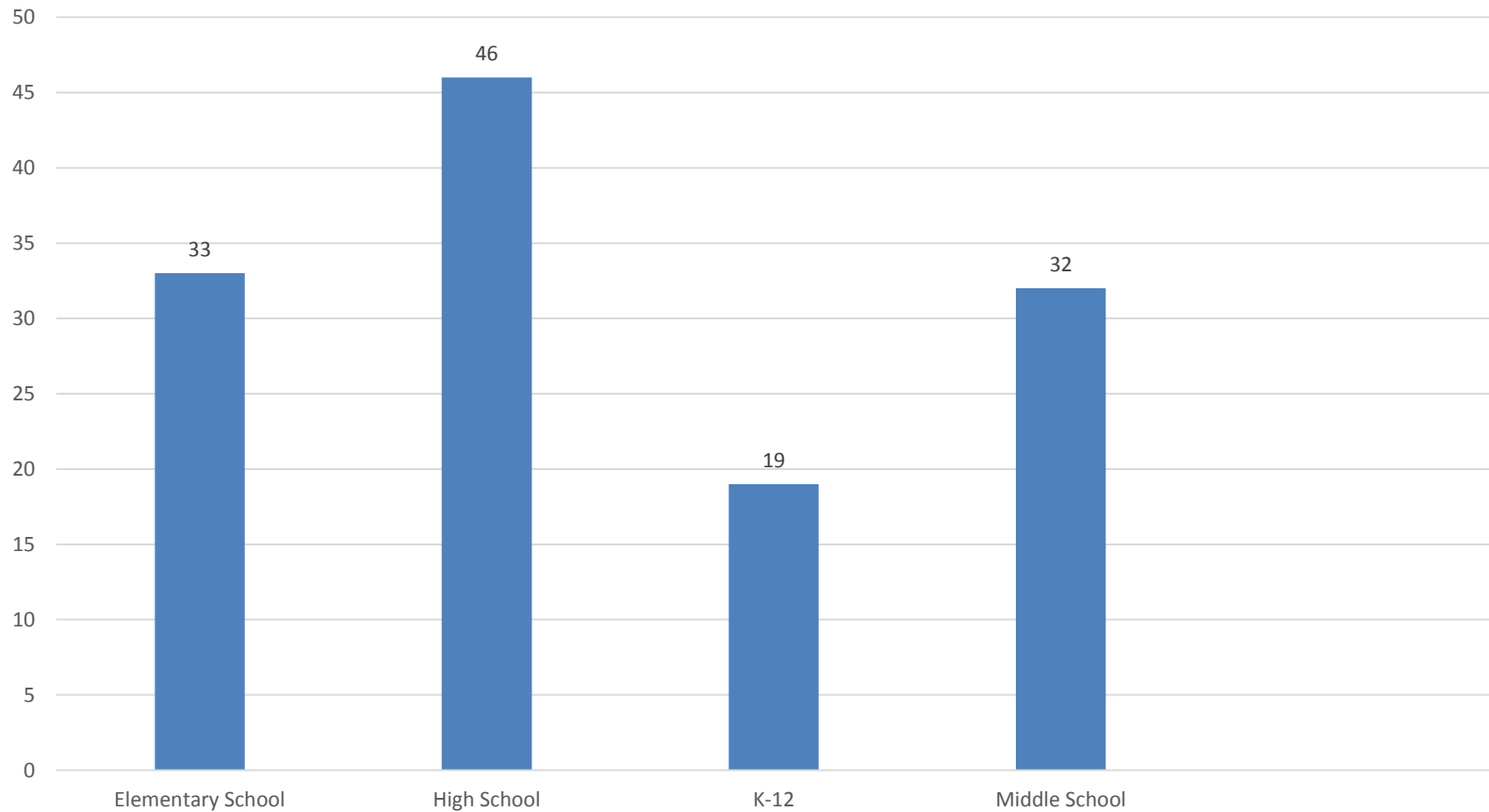


Recruitment

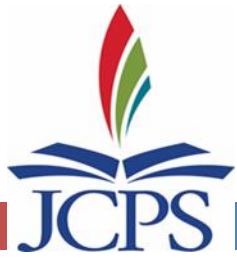
- Ongoing collaboration across departments and with schools to recruit and staff for the First Day of School
- June 15th Onsite Job Fair-
 - ▣ **402** Onsite Visitors
 - 138 Certified
 - 264 Classified
 - Seven same-day classified instructional recommendations for hire
- 100+ new certified teachers have signed contracts to-date
- 25 new minority teachers accepted job offers to-date
- Over 20 experienced teachers expected to arrive from Puerto Rico in the coming weeks representing critical needs areas (ESL, Math, Science, Multiple Certification areas including critical needs)
 - ▣ 43 accepted conditional offers
 - ▣ Approximately 35 more teachers from Puerto Rico are planning to move and have applied/are in the process of applying for certification
- Nearly 100 conditional offers of employment extended this season to-date



Classroom Vacancies



(as of 07/14/17)



Development & Next Steps

- ❑ Continue to Monitor Data, Systems, and Structures for Areas of Concern and Growth
- ❑ Continue to Seek Input, Feedback, and Collaboration to Improve and Enhance Support
- ❑ Employee Discipline Guidelines
- ❑ Employee Handbook
- ❑ Expansion of Administrator Screening and Administrator Leadership Cohorts
- ❑ Teacher Leader Leadership Development
- ❑ Expansion of In-House Recruitment & Development of Classified and Minority Applicants