

Attract, Recruit, Retain Committee Final Report

The ARRC met several times and discussed issues affecting the recruitment and retention of certified and classified staff. We also conducted a survey of all district employees. We have reviewed and discussed the 206 responses to the survey. We are very grateful to all staff who answered the questions honestly and professionally. After analyzing all discussions and survey data, our final report with recommendations is submitted for your consideration. Thank you for allowing us to contribute to this report.

Findings:

1. Compensation continues to be the primary motivating factor in our ability to attract, retain, and recruit staff. This includes additional duties as assigned.
2. Our staff desires what every employee in every organization desires: support and recognition for a job well done. This includes support from their supervisors and co-workers. They want a workplace with minimum conflict and maximum cohesion among all who work in the school system.
3. Our staff expects to have the resources needed to perform their job. The survey indicated this to be an important factor to all employees.
4. The survey indicated a strong desire by employees to be informed of things going on in the school system, especially those matters that affect the particular job they do.
5. Our teachers would like more time to prepare for classes.

Recommendations:

1. Make every effort to develop a compensation package that exceeds that offered by surrounding districts. Consider offering incentives for after-hours responsibilities. Consider notifying all district employees that they are not expected to spend their own money for classroom supplies.
2. Continue to show appreciation to our staff with positive feedback and consider a public event (possibly annual) to recognize the value of all school employees.
3. Provide all supervisory staff with annual training on communicating effectively and motivating subordinates.
4. Continue to reach out to post-secondary schools (especially Campbellsville University) to recruit teachers.
5. Develop or strengthen advertising relationships with local sources (Career Center and Industrial Foundation are examples)
6. Furnish all survey comments relative to the school calendar to the calendar committee for future use.