

CSI Meeting

April 15, 2019



PERSONAL | **PASSIONATE** | **PROGRESSIVE**

Human Resources Division

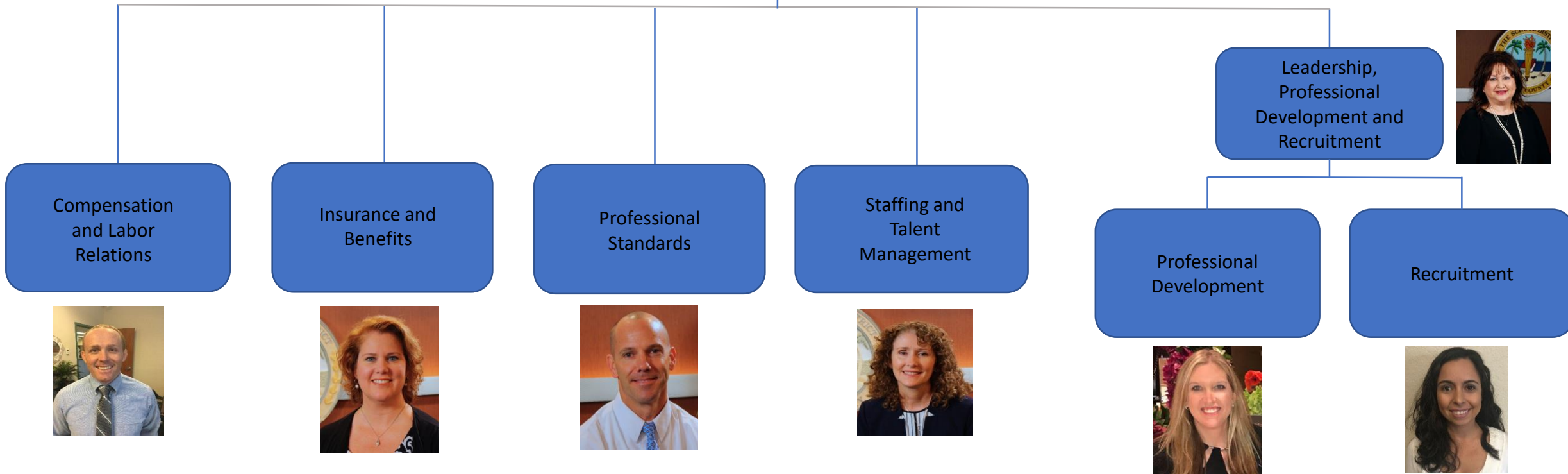


Executive Secretary

Chief Human Resources Officer

Coordinator

Coordinator





*Simple***LEE** *the Best*
The Right Talent
in the Right Place

Vision: To be a world class school system

Mission: To ensure that each student achieves his/her highest personal potential

Vision 2030

Family and Community Engagement Workforce Success Continuous Improvement

Objective 3.1. Ensure that all schools are led by Highly Effective principals and assistant principals.

Objective 3.2. Attract and hire highly qualified and effective teachers, administrators, and support staff.

Objective 3.3. Retain and support the growth of high-performing teachers, administrators, and support staff.

Objective 3.4. Ensure that all staff members have access to health and wellness opportunities.

Vision 2030 HR Annual Targets

Target 1 (11): Decrease turnover for school-based instructional personnel.

Measure/Source: Percent of turnover for school-based instructional personnel/ SDLC Annual Retention Report

FY 18	Goal FY 19	Goal FY 20	Goal FY 21
24.9%*	22.9%	18.9%	16.9%~

~Target percentage based on research by the NCES – National Center for Education Statistics, The Condition of Education 2016.

Target 2 (12): Maintain retention rate for instructional personnel averages years 1 – 5 at or above median for similar districts.

Measure/Source: Percent retention rate for instructional personnel average year 1 – 5 / ActPoint KPI

FY 18	Goal FY 19	Goal FY 20	Goal FY 21
58.04%	59.0%	60.0%	61.0%

Target 3 (13): Maintain the percentage of unfilled positions on the first day of school to .5% or less.

Measure/Source: Percent of unfilled positions on the first day of school / SDLC Annual Hiring Report

FY 18	FY 19	Goal FY 20	Goal FY 21
.4%	>.5%**	>.5%**	>.5%**

Target 4 (14): Increase the percentage of connects to offers.

Measure/Source: Percentage of connections made to offers / ADLC Recruitment Report

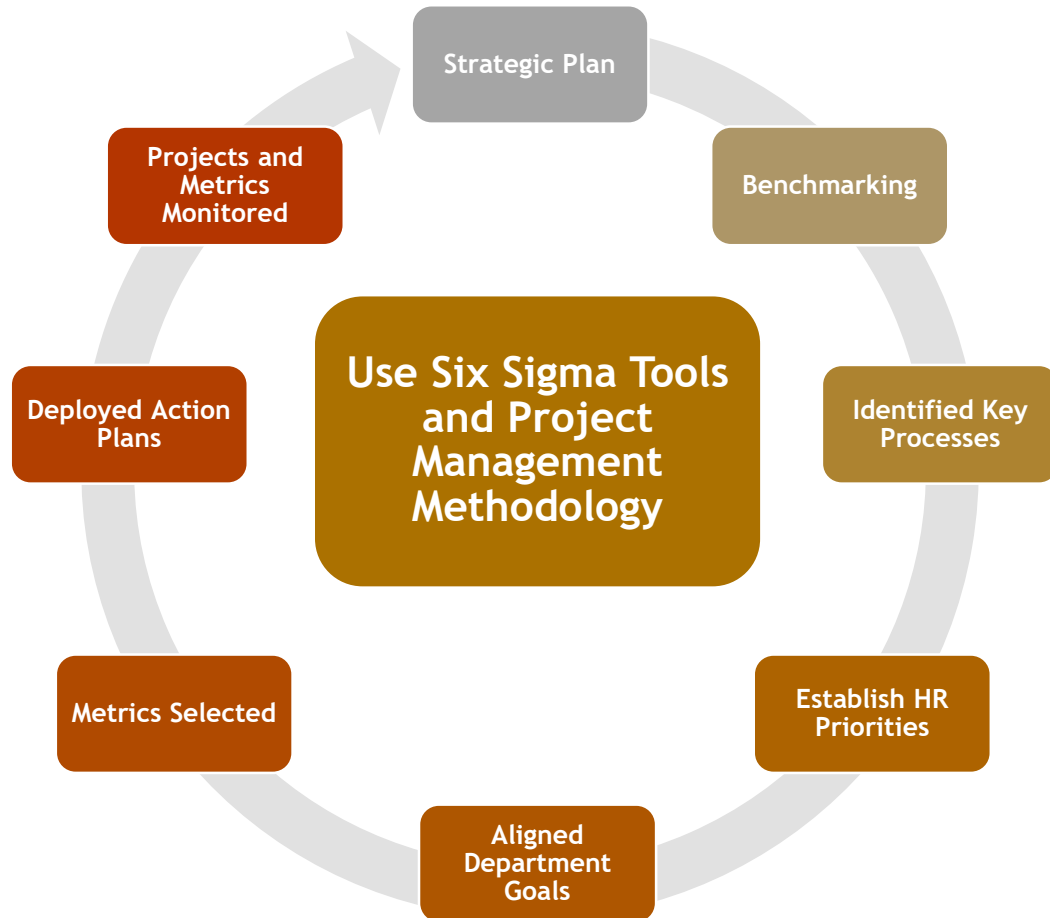
FY 18	Goal FY 19	Goal FY 20	Goal FY 21
33%	38%	43%	48%

Target 5 (15): Increase the percentage of employees attending Health Screenings.

Measure/Source: Percentage of employees attending District Health Screenings / Annual Screenings Report

FY 18	Goal FY 19	Goal FY 20	Goal FY 21
53%	58%	63%	≥63

STRATEGY





Customers

- Potential and Former Employees
- District Employees
- District Managers
- Human Resources Staff





Voice of the Customer

- Surveys
- Exit and Stay Data
- Annual Reports
- Wellness Information
- Labor Management
- Meetings





Data – Information - Knowledge

- Operational performance is monitored regularly
- Important information is regularly shared with employees
- We use data to improve performance



Recruitment



Retention

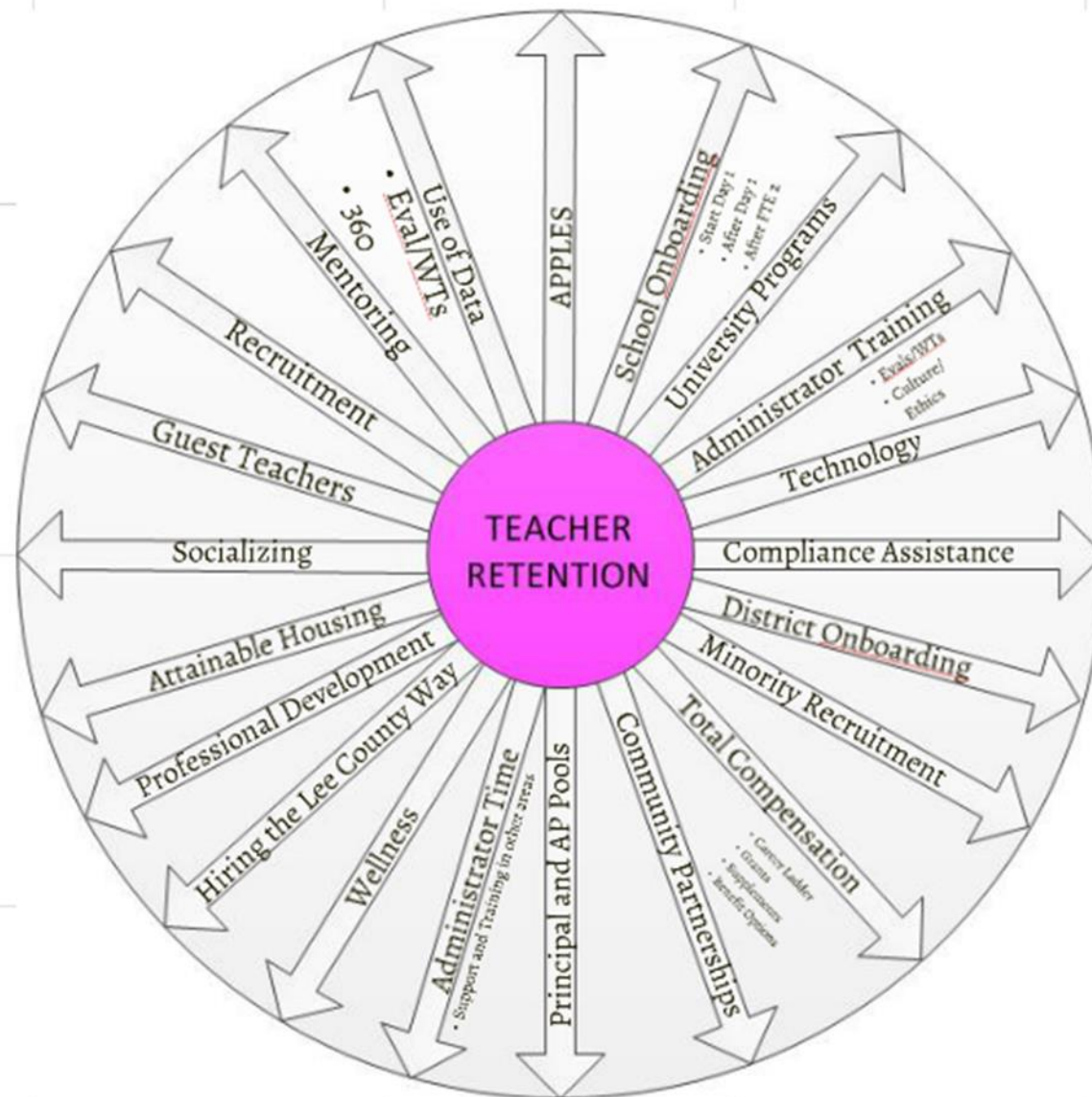


Retention





HR Retention Wheel



Continuous Improvement

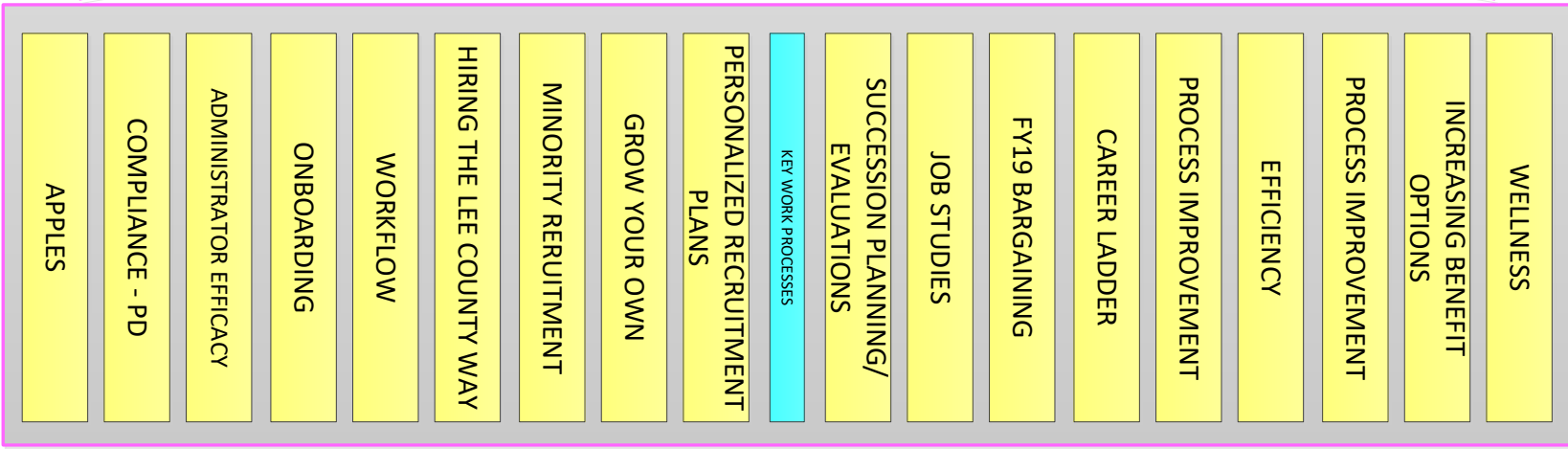
Our Mission
To ensure that each student achieves his/her highest personal potential

ENVISIONING 2030 Workforce Success and Continuous Improvement

Our Vision
To be a world-class school system

PERSONAL PASSIONATE PROGRESSIVE

KPIs and HR METRICS



PD Goals

STM Goals

Recruitment Goals

Comp & Labor Goals

PSE Goals

I & B Goals

CSI Lee/Sterling Challenge Feedback



Recruitment Trips

Date	Event
September	University of Florida Diversity Meet-Up University of Florida Career Showcase FSU/FAMU STEM Recruitment Event
October	Appalachian State University Job Fair CareerSource SWFL Fall Hiring Event FSW Fall Education Job Fair Slippery Rock University Admin Panel Slippery Rock University Education Job Fair Appalachian State University Admin Panel Appalachian State University Education Job Fair
November	FGCU Fall Education Job Fair High School Teaching Academies Summit UCF Education Job Fair Jacksonville Military Recruitment Event
January	Meet Fort Myers Event at FSW FAMU Job Fair
February	University of Florida Diversity Meet-Up University of Florida Career Showcase USF-St. Petersburg Job Fair



Recruitment Trips

March	<ul style="list-style-type: none">FGCU Education Job FairFAMU Education, Social Sciences, Nursing and Health Career FairFlorida Fund for Minority Teachers Event at UCFUniversity of Tennessee Education Job FairWestern Carolina Career FairAppalachian State University Admin PanelAppalachian State University Education Job FairPittsburgh Education Recruitment ConsortiumFSW Education Job FairBig 12 Virtual Career Fair
April	<ul style="list-style-type: none">Penn State Education Job FairUniversity of Florida Mock Interview EventUniversity of Florida Skills LabUniversity of Florida Education Job FairGreat Florida Teach-InDiversity Virtual ExpoWest Virginia University Education Job FairFlorida State University Education Job Fair
May	<ul style="list-style-type: none">CareerSource Southwest Florida Regional Career FairVirtual EventPuerto Rico Teacher Recruitment Event



Recruitment Initiatives - Teachers

- Grow Your Own Scholarships
- Grow Your Own Employees
- Virtual Fairs
- Alternative Certification Program
- Partnerships with FGCU and FSW
- Partnerships with Florida Colleges
- Skills Labs
- Interview Assistance and Resume Workshops



Recruitment Initiatives – Support Staff

- Community Events
- Career Fairs
- Local Colleges
- Focused Transportation Plan
- Focused ESOL Paraprofessionals Plan



Minority Recruitment

- Active Committee
- Focused Recruitment Plan
- Virtual Events
- Partnership with Fraternity
- Focus Groups
- Stay Surveys
- Exit Surveys



Administrator Development

- Career Ladder
- Teacher Career Bridge
- NISL
- AP and Principal Pools
- Succession Planning
- Partnership with FGCU
- Leadership Summit
- One to One Coaching



New Teacher Support

- Welcome Aboard Sessions
- Onboarding Protocols
- Quarterly Surveys
- Real Time Professional Development
- Individualized Certification Plans
- General Knowledge and Subject Area Classes



Other Staff Support

- Tech Tuesdays
- Mr. Excel Training
- Managers Training
- Customer Service Training
- Exploring Possibilities Through Adult Education

Questions?