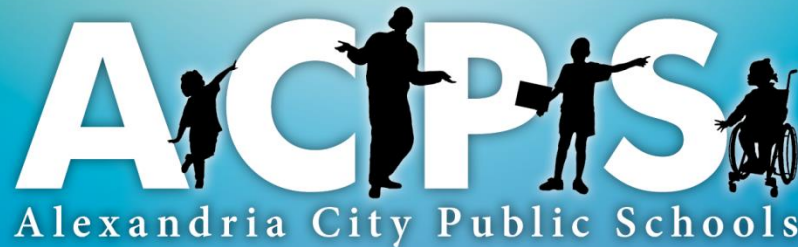


Human Resources Department Audit Update

School Board Meeting

June 6, 2019

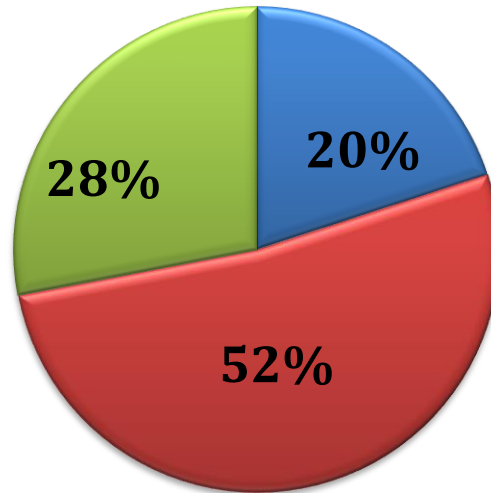


EVERY STUDENT SUCCEEDS

Essential Questions

- What work has been completed to implement the recommendations related to recruitment and retention since the February 7, 2019 update?
- What are the next steps for human resources?
- How will the new Chief Human Resources Officer be transitioned into the position?

Recommendation Implementation



- Low
- Medium
- High

Key	Level of Priority	Number of Recommendations	Percentage of Recommendations
	Low	5	20%
	Medium	13	52%
	High	7	28%
	Total	25	100%

Recruitment/Retention Initiatives

- ACPS 2020 Strategic Plan, Goal 3: ACPS will recruit, develop, support and retain a staff that meets the needs of every student
- 40% of the recommendations in the HR Audit refer to recruitment and/or retention
- Focus in presentation: Recruitment and Retention Initiatives implemented since last update on February 7, 2019

Recruitment/Retention Initiatives

Key Highlights Since February 7, 2019

February

- Branding and Marketing - Unique features of ACPS (location, diversity, resources, competitive salaries, growth opportunities)
- Expanded the use of Early Contracts to hire outstanding teachers
- Recruitment Efforts – Positions advertised, social media sites, radio, online interview form, marketing campaign that targets teachers in high need areas

Recruitment/Retention Initiatives

Key Highlights Since February 7, 2019

March

- Salary credit for licensed staff – from 12 to 16 years
- Organized and led individual custodial meetings
- Teach-for-America Program – Provide teacher candidates for hard to fill positions at high needs schools
- ACPS Job Fair – (22 teachers hired as of 5/21/19)
- System-wide teacher interview process

Recruitment/Retention Initiatives

Key Highlights Since February 7, 2019

April

- System-wide principal and assistant principal interview processes
- Interview Questions – Related to equity, diversity, vision, integrity and passion
- Jefferson-Houston PreK-8 IB School Job Fair – (11 teachers hired)
- Stay Interviews – Jefferson-Houston PreK-8 IB School

Recruitment/Retention Initiatives

Key Highlights Since February 7, 2019

May

- Stay Interviews – Jefferson-Houston PreK-8 IB School
- Benefits Program – Expanded health insurance options through implementation of a qualified health plan with health savings account
- Teacher Evaluation – Began the process with Curriculum and Instruction of refining the Teacher Evaluation Rubric

Recruitment/Retention Initiatives

Key Highlights Since February 7, 2019

June

- Stay Interviews - Plan for system-wide process
- Customer Satisfaction Surveys – Measuring effectiveness of Human Resources services
- “Come Back Home” Campaign – Begin developing a program that will bring ACPS graduates back to work for ACPS with guaranteed contracts upon graduation if they meet hiring requirements

Next Steps

- Continue implementation of Gibson Audit recommendations
- Continue implementation of other initiatives beyond Gibson Audit recommendations such as:
 - Incentives to recruit and retain support staff
 - Positions that lend themselves to teleworking for specific or flexible days on a continuous basis
 - Training and systematic implementation of ACPS evaluation systems.

Transition Plan

Stephen Wilkins, Ed.D.

Chief Human Resources Officer

- Provide an onboarding plan that includes key areas of focus and status of those areas
- Utilize strategies recommended in *The First 90 Days* by Michael D. Watkins to allow Human Resources to move forward swiftly with identified priorities
- Work collaboratively with Dr. Hutchings to establish a transition plan for July 1, 2019

Questions/Comments

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