

**BOARD MEMO**

Date: October 5, 2023  
For ACTION \_\_\_\_\_  
For INFORMATION   X  

**FROM:** Rene Paschal, Human Resources Department

**THROUGH:** Kamika Valmond, Executive Director of Human Resources  
Melanie Kay-Wyatt, Ed.D., Superintendent of Schools

**TO:** The Honorable Michelle Rief, Chair, and  
Members of the Alexandria City School Board

**TOPIC:** Staffing Update

**ACPS 2025 STRATEGIC PLAN GOAL:**

Goal 2: Instructional Excellence

**SY 2023-2024 FOCUS AREA:**

N/A

**FY 2024 BUDGET PRIORITY:**

Target Planned Compensation Enhancement and Staff Retention Efforts

**SUMMARY:**

The attached presentation provides information on 2023-24 recruitment and retention efforts.

**DETAILS:**

The Recruitment and Retention team has noted success in hiring this fall despite positions remaining unfilled. Initiatives are in place to resolve staffing issues and retain staff.

**BACKGROUND:** The School Board receives annual updates on recruiting and staffing data.

**RECOMMENDATION:** The Superintendent recommends that the School Board review the presentation from the Human Resources team.

**IMPACT:** ACPS strives to promote the employment and retention of highly qualified personnel to effectively serve the education needs of students.

**ATTACHMENTS:**

1. Presentation: Staffing Update

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