

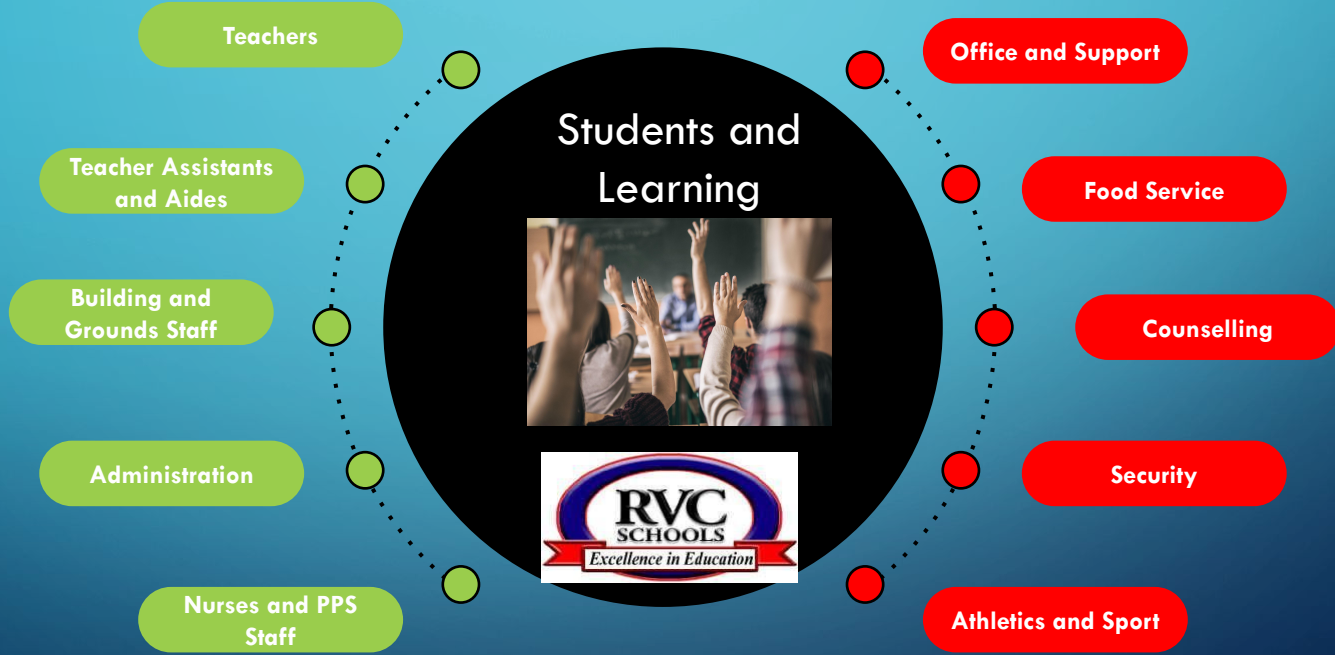
# HUMAN RESOURCES - A MANAGEMENT UPDATE



What our human resource process is becoming, based on:

- Our current BOE Goals
- Feedback we receive: climate surveys, teacher meetings
- Our current circumstances

# ONE DISTRICT ONE MISSION - THE FOCUS IS ALWAYS THE SAME



# AS A RESULT OF OUR WORK THIS YEAR, THE FOLLOWING GUIDING PRINCIPLES WERE CLEAR

- Cohesive- One district, eight schools, one collaborative effort.
- Efficient- Time, resources.
- Current- Address the here and now, but remain fluid.

Tonight: Recruitment, Onboarding, Training and Retention, Professional Learning

# Growth Opportunities at Each Stage of the Process



The Applicant Pool- OLAS,  
Civil Service, Recruitment,  
Outreach, Mail



Candidate Selection- Competency  
Based Criteria



Vetting Process- Interviews+:  
Demonstrations, Scenario Based



Board Approval, Training and  
Acclimation

# ONBOARDING – BRINGING NEW STAFF MEMBERS ON BOARD



# ONE SOURCE NOTIFICATION AND MONITORING

- [RVC Onboarding APP](#)
- Designed by our Technology Department, special thanks to Len Hutchinson.
- Implementation – trial run February '23.
- Simultaneously expanding the use of [Frontline](#), digitized applications, forms, resumes.

RVC Admin

Private group ☆ Not following 3 members

+ New | Edit in grid view | Share | Export to CSV | Automate | Integrate

All Items | Filter | Refresh | Add

Employee Form ☆

| Title          | Select an... | Change T...     | Employee...       | Employee... | Employee...  | Current J... | Custom C...  | New Job ... | Custom ... | Current ...                                  | New Wor... | Effective ... | Anticipat... | Separatio... | Date of L... | Expected... | New |
|----------------|--------------|-----------------|-------------------|-------------|--------------|--------------|--------------|-------------|------------|--|------------|---------------|--------------|--------------|--------------|-------------|-----|
| Employee Entry | New Hire     |                 | Lenny             | Hutch       | Custom ...   | Custodian    |              |             |            | Watson ...<br>South Si...                    |            | 5/16/2022     |              |              |              |             |     |
| Employee Entry | New Hire     |                 | Jane              | Doe         | Teacher      |              |              |             |            | Covert El...                                 |            | 2/4/2022      |              |              |              |             |     |
| Employee Entry | Separation   |                 | Barnable, Laure   |             |              | Custom ...   | Coffee Maker |             |            | Covert El...                                 |            | 2/4/2022      |              | Retired      |              |             |     |
| Employee Entry | Change ...   | Job Title       | Hutchinson, Le... |             |              | Custom ...   | Sub          | Custom ...  | Teacher    | South Si...<br>South Si...                   |            | 2/14/2022     |              |              |              |             |     |
| Employee Entry | Change ...   | Family and l... | Barnable, Laure   |             |              |              |              |             |            | Watson ...                                   |            |               |              |              | 2/14/2022    | 6/20/2022   |     |
| Employee Entry | Change ...   | Name Chang      | Hutchinson, Le... |             |              |              |              |             |            |  |            |               |              |              |              |             | Len |
| Employee Entry | Change ...   | Work Locati     | Hutchinson, Le... |             |              |              |              |             |            | Covert El...<br>Hewitt El...                 |            | 2/21/2022     |              |              |              |             |     |
| Employee Entry | Separation   |                 | Madden, Brian     |             |              | Custom ...   | IT Tech      |             |            | Covert El...<br>Riverside...<br>Wilson El... |            | 2/28/2022     |              | Resigned     |              |             |     |
| Employee Entry | New Hire     |                 | Lebron            | James       | Substitut... |              |              |             |            | South Si...<br>South Si...                   |            | 3/7/2022      | 3/28/2022    |              |              |             |     |
| Employee Entry | Separation   |                 | Mackey, Helen     |             |              | Custom ...   | IT Tech      |             |            | Watson ...<br>South Si...                    |            | 6/1/2022      | 5/20/2022    | Retired      |              |             |     |
| Employee Entry | Change ...   | Family and l... | Anderson, Mict    |             |              |              |              |             |            | Administ...<br>South Si...                   |            |               |              |              | 3/21/2022    | 5/30/2022   |     |
| Employee Entry | Change ...   | Work Locati     | Hutchinson, Le... |             |              |              |              |             |            | Hewitt El...<br>Covert El...                 |            | 2/28/2022     |              |              |              |             |     |
| Employee Entry | Separation   |                 | Werner, Scott     |             |              | Teacher...   |              |             |            | Riverside...                                 |            | 2/7/2022      |              | Termination  |              |             |     |

# RECRUITMENT, TRAINING AND RETENTION

”What should our interview and evaluation process look like, based on the feedback we received and our current work?”

- Professionalize the profession - recruit the best, increase outreach.
- College Relationships: Molloy, Hofstra, Recruitment Fair, spring 2023
- IDEA: Creative Programs that extend beyond traditional student teaching.



# INTERVIEWS: CONSISTENT AND SPECIFIC- BASED ON OUR WORK

- New Educator training- August 22- four day retreat
- **Thursday, October 20th:** *Goals of New Educator Workshop, Needs Assessment*
- **Monday, November 28th:** *Differentiated Learning to Meet the Needs of all Learners*
- **Wednesday, January 18th:** *Inquiry Based Instruction*
- **Discussion Board** on Google Classroom
- **Thursday, March 16th:** TOPIC: *Informed by assessment (formative and summative) and providing meaningful and purposeful feedback*

Our interview process, and the evaluation system will be informed by this.

# PROFESSIONAL LEARNING - TEACHER OBSERVATIONS A MORE COLLABORATIVE APPROACH

## MEETINGS TO DATE:

**OCT 4:** INTER RATER RELIABILITY- OBSERVE A SHARED LESSON; WHAT FEEDBACK WOULD YOU PROVIDE?

**NOVEMBER 21:** TO LOOK FOR RELIABILITY IN COMMENTS/COMMENDATIONS, SCORES, AND NARRATIVE; REFINE THE AGREED UPON CRITERIA TO ALIGN OBSERVATIONS: CONSISTENCY- FORMAT, NARRATIVE

**JANUARY 5:** READ AND ASSESS EXISTING EVALUATIONS:

- WHAT ARE THE PATTERNS IN INSTRUCTION AND ACHIEVEMENT?
- WHAT ARE THE STEPS MOVING FORWARD?
- REQUEST FEEDBACK FROM TEACHERS

WHAT ARE THE NEEDS OF TEACHERS? – FEEDBACK ON OUR FEEDBACK

# ONGOING RESEARCH: EMPLOYEE ASSISTANCE PROGRAMS

