



Progress Check for Continuous Improvement

Division of Human Capital
June 30, 2016

Strategic Plan Goal Area	Staff Efficacy and Excellence
Strategic Plan Performance Objective	Improve district processes to attract highly qualified staff

PLAN
Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate?
The Division of Human Capital standardized the employee hiring process. Recruiting activities have been modified for 2016-2017 school year, based upon outcomes from 2015-2016 data. New activities include a revised recruiting calendar which allows for earlier recruiting at colleges and universities and recruiting candidates from the top colleges of education (nationally, regionally, and locally).
DO
Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.
Beginning with the 2016-2017 fiscal year the division has a number of new initiatives to meet our goals. We are expanding our radio advertising markets, having 3 job fairs (2 spring, 1 summer), moving our job fair dates earlier to attract the best candidates, practicing consistent engagement with our candidates (ensuring principal and managers are aware of candidates who were not selected for positions), and providing regular communication to candidates from job fairs and college visits.
CHECK
Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?
At present, we are not achieving the recruiting targets we would like to achieve. Monitoring occurs intensely during our peak hiring season (April-August). Our goal is to be 100% staffed by the beginning of school. We are currently at 97-98% fully staffed.
ACT
What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?
Scarcity of applicants going into the teaching profession is a challenge. To work around this challenge, we are building relationships with colleges and universities to attract candidates early. This will allow for a better selection of candidates for DCSD.