Progress Check for Continuous Improvement

Division of Human Resources
November 18, 2015

<table>
<thead>
<tr>
<th>Strategic Plan Goal Area</th>
<th>Staff Efficacy and Excellence</th>
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</thead>
<tbody>
<tr>
<td>Strategic Plan Performance Objective</td>
<td>Improve district processes to attract highly qualified staff</td>
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**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?

- Streamlined Interview and Pre-Screening Processes to include more behavioral questions that assess personal character and predict future success
- Reorganized HR Teams for effectiveness
- Poured additional resources into research and recruitment
- Realigned recruitment efforts with more focus on behavioral interview questions
- Enhanced the college and university partnerships
- Added new efforts to the recruitment plan (i.e. Increased social media recruitment efforts)

**DO**
Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.

- Conduct thorough research on improving the recruitment and selection process by partnering with teacher preparation programs
- Train staff on best practices
- Update District processes that align with best practices for hiring high quality staff
- Prioritize responses to candidates
- Create a “career blog” for applicants that will help them with tips for interviewing for internal positions as well as research on improving job performance
- Carry out “Grow Your Own “ initiatives with current staff and students

**CHECK**
Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?

The initiatives are still being researched and plans being implemented. We have noticed a slowdown in hiring because hiring administrators are more focused on getting the “right” individual for the job by completing a thorough interview process.

- Review the quality of recruitment and numbers of new hires from various mediums
- Effectiveness survey

**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?

- Time is a limitation- Need to provide more time to train all hiring authorities to include principals and other district leaders
- Resources (i.e. additional staff)
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<td>Strategic Plan Performance Objective</td>
<td>Develop a highly effective and accountable workforce</td>
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**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?

- Increased the number of opportunities for all staff members to partake in professional learning
- Created more workforce development opportunities and information for employees
- District selected a new system (True North Logic) for employees to view and sign up for professional development courses
- Increase in employee accountability
- Implementation of DeKalb County Evaluation System (DCES) for school based Education Support Professional (ESP) employees

**DO**

Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.

- Information Technology is creating a plan for implementation of the new system
- Professional Learning is currently developing courses for enhanced productivity
- Researching and developing additional options for Education Support Professionals (ESPs)
- Offer training and one-on-one meetings for supervisors and principals who are considering separating with an employee

**CHECK**

Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?

- November data shows an increase in the number of employees registering for professional development

**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?

- Transition from PD Planner to True North Logic
- New system implementation
- Time- Supervisors need to take time to properly document employee performance
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<td>Retain highly qualified staff</td>
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### 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?

- Compensation and Comparability salary increases for school based certified employees

### DO

Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.

- Provide low cost or no cost retention strategies for principals
- Provide salary increases in January 2016
- Research and implement district retention training

### CHECK

Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?

- Separation/turnover rates have stabilized across the district

### 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?

- Developing supportive school climates
- Socializing new teachers into their new environment
- Improving working conditions in the schools