



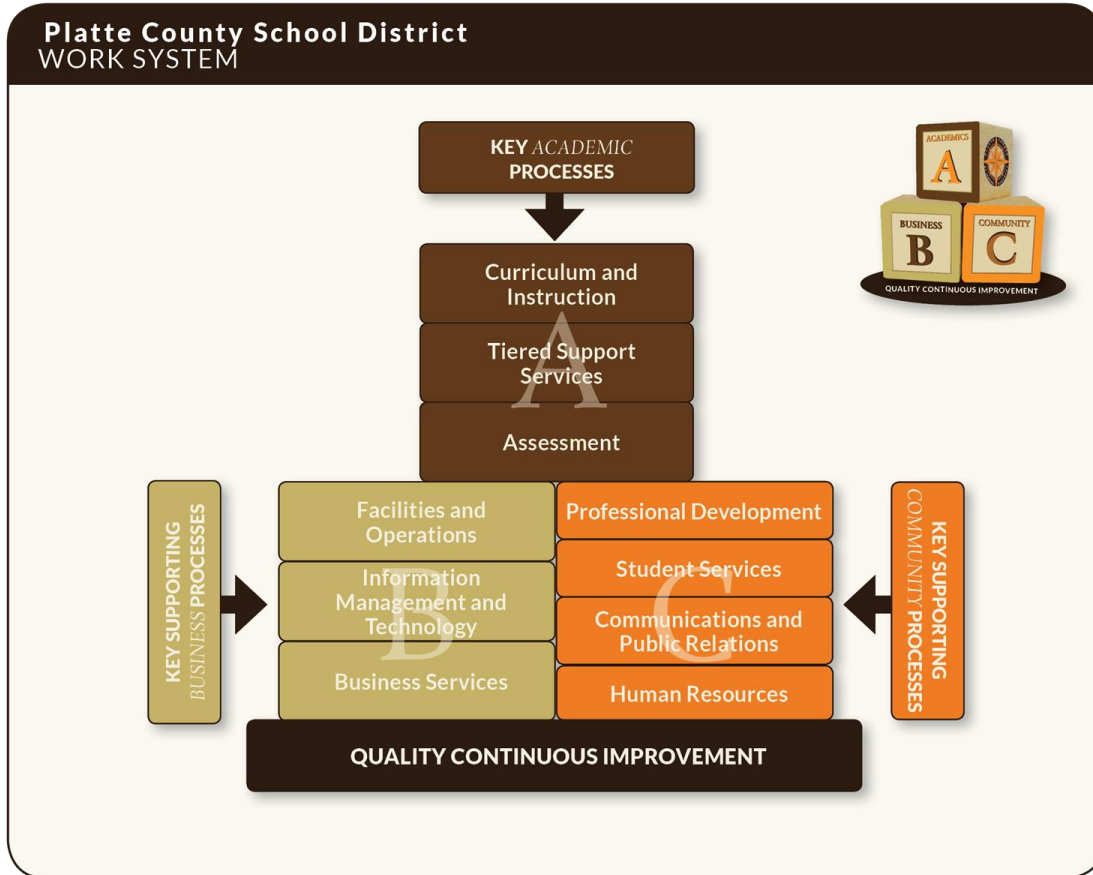
# KEY PROCESS UPDATE

Human Resources

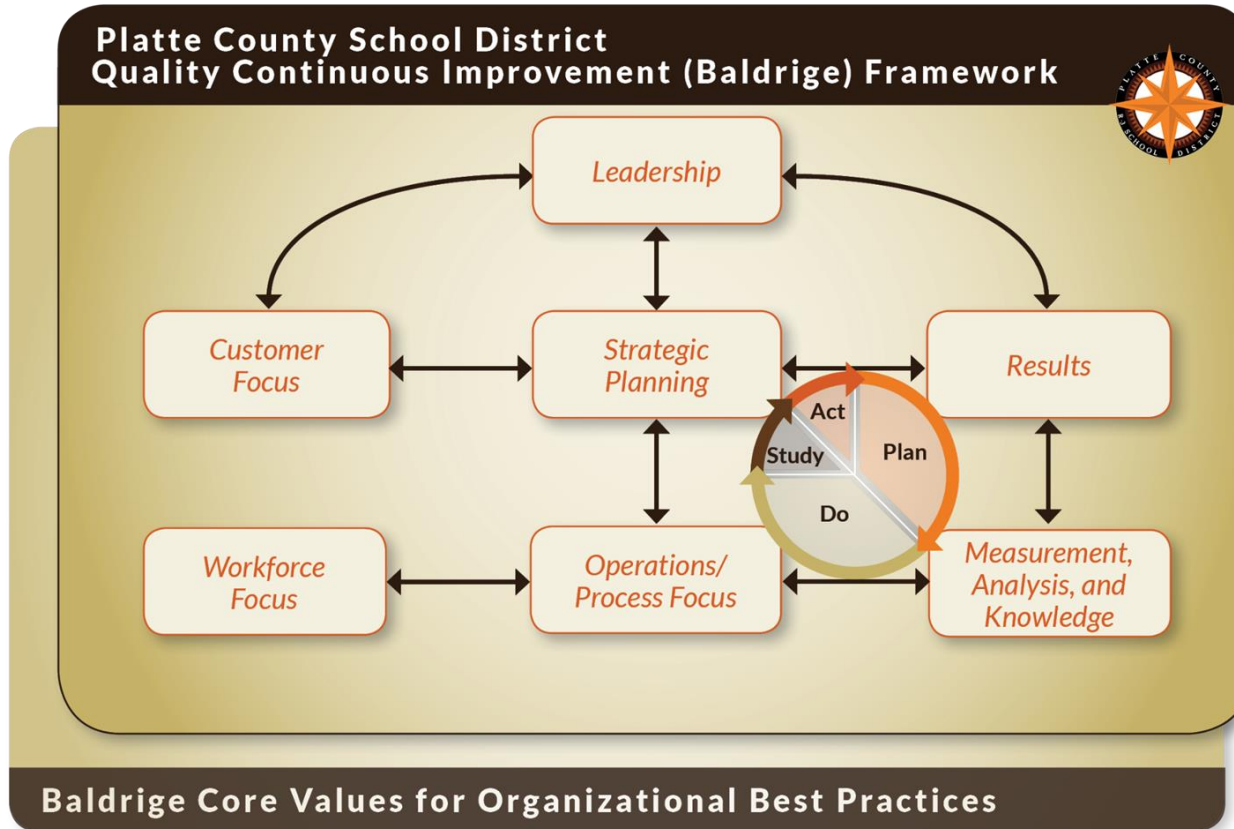
April 2023



# WORK SYSTEM



# QCI FRAMEWORK



# LEADERSHIP

## Human Resource Team

<i>Dr. Rob Gardner</i>	Asst. Superintendent for Personnel and Operations
<i>Bobbi Wheeler</i>	Human Resources Specialist
<i>Grady Robertson</i>	Executive Administrative Assistant
<i>Connie Wuebben</i>	Executive Administrative Assistant
<i>Dr. Jen Beutel</i>	Executive Director of Pupil Services
<i>Dr. Mike Brown</i>	Asst. Superintendent - Academic Services and Continuous Improvement
<i>Dr. Alicia Casey</i>	Executive Direction of Academic Services
<i>Angie Hughes</i>	Executive Director of Business Services
<i>Laura Hulett</i>	Director of Communications
<i>Curtis Nower</i>	Information Management Coordinator

### HR Team Purpose:

To create systematic processes to recruit, attract, hire, develop, and maintain a high quality staff that supports our District's Vision, Mission, and Values.



# STRATEGIC PLANNING

- **Key Measures**
  - Employee Job Satisfaction
  - Evaluation (EPIC/CPIC/APIC) Growth
  - Staff Retention
- **Supporting Measures**
  - Survey Data for Professional Development
  - Exit Surveys
  - Staff Attendance
  - Fill Rates
  - Classroom Walkthrough Data
  - Staff Wellness

## CSIP Goal:

The Platte County School District will **recruit, develop, and retain** a high quality staff.



# STRATEGIC PLANNING

- **Strategic Planning Efforts**

- Improve our hiring and placement processes to ensure staff are committed to an inclusive environment and the District's Vision, Mission and Values
- Improve on our onboarding experience to individualize needs for our new staff to affirm their selection with the District
- Execution of our Retention Grant will be used to improve our mentoring experience for new certified staff
- Develop evaluation process focused on individual self assessment, professional growth and student achievement
- Ensure opportunities for staff feedback, decision making, and engagement exist to improve employee satisfaction and retention
- Provide a high quality work environment with competitive pay and benefits



# CUSTOMER FOCUS

## Stakeholder Requirements Survey 2021 & 2016 (conducted every 5 years)

	2021	2016
<b>Identify the FIVE greatest challenges or issues the school district has to address over the next five years.</b>		
1	Hire, retain, and develop quality educators	Hire, retain, and develop quality educators
2	Meet the individual educational needs of ALL students	Class sizes
3	Ensure safety to all students and staff	Keep current with technology needs
4	Keep current with technology needs	Ensure safety to all students and staff
5	Class sizes	Keep curriculum current and up-to-date
<b>What evidence do you use to evaluate the quality of education in our school district?</b>		
1	Quality and effectiveness of teachers	Quality and effectiveness of teachers
2	High expectations for curriculum and instruction	High expectations for curriculum and instruction
3	Attitudes and perceptions of community members, staff members, students, and graduates/alumni	Comparison to other schools/districts
4	Comparison to other schools/districts	Attitudes and perceptions of community members, staff members, students, and graduates/alumni
5	Class sizes	Class sizes
<b>What should the financial priorities be for our school district during the next five years?</b>		
1	Attract and retain quality staff by providing competitive salaries and benefits	Maintain manageable class sizes
2	Maintain manageable class sizes	Attract and retain quality staff by providing competitive salaries and benefits
3	Maintain up-to-date technology	Maintain up-to-date technology
4	Provide students and staff with quality educational supplies, materials and resources in the classroom	Provide students and staff with quality educational supplies, materials and resources in the classroom
5	Maintain clean, well-repaired, secure buildings	Maintain clean, well-repaired, secure buildings



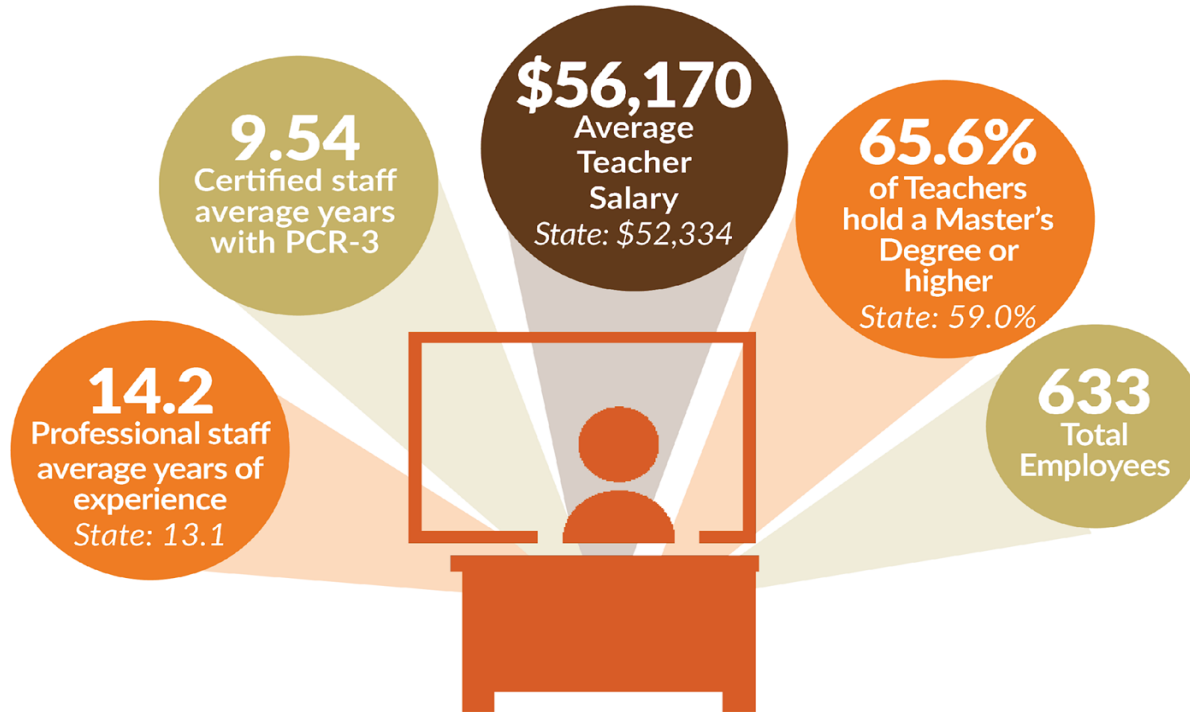
# WORKFORCE PROFILE - 2023

- **Full Time Staff Totals**
  - Classified: 261
  - Certified: 380
- **Part Time Staff Totals**
  - Classified: 24
  - Certified: 6
  - Subs: 145
- **Gender**
  - Female: 74%
  - Male: 26%
- **Race/Ethnicity**
  - White 95.1%
  - African American 2.5%
  - Hispanic 1.7%
  - Other 0.7%



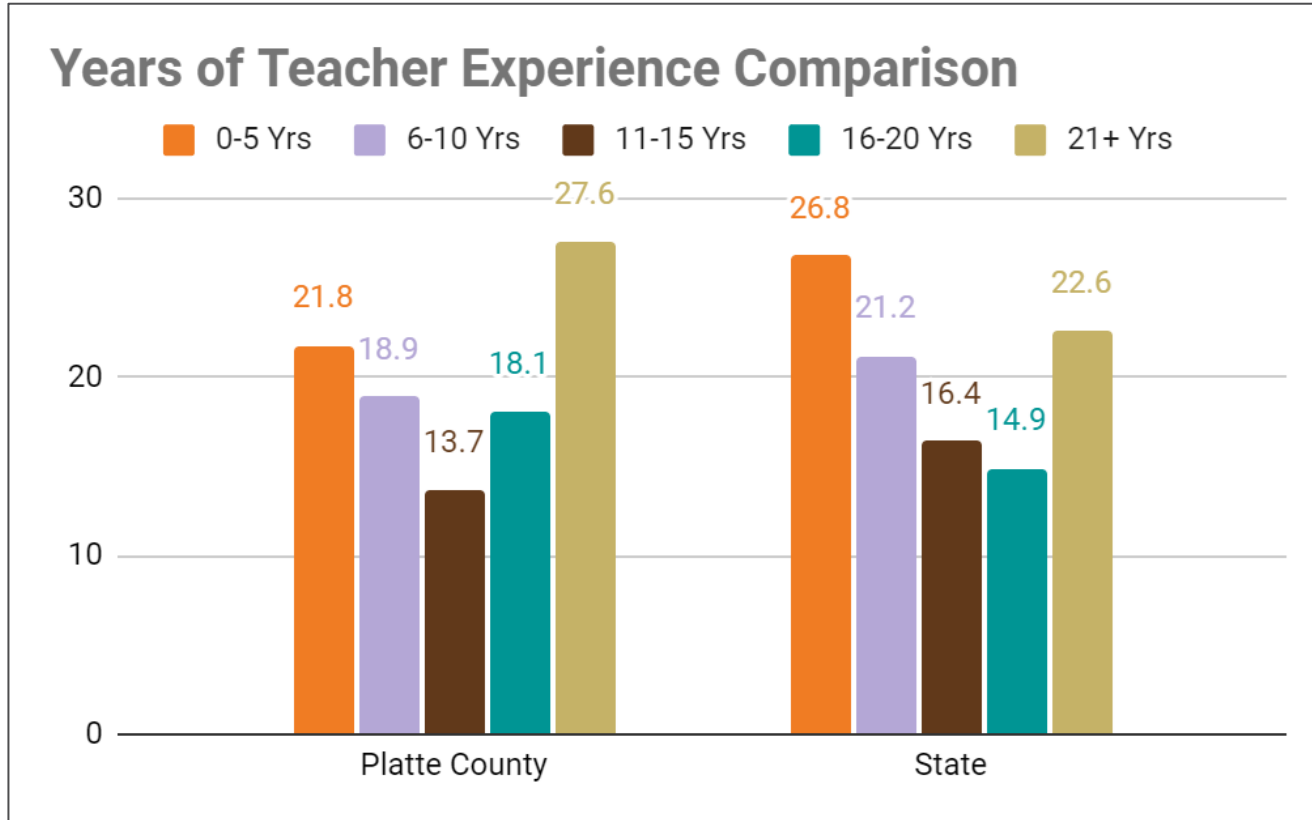


# WORKFORCE PROFILE - 2022



# WORKFORCE PROFILE - 2023

- Years of Teacher Experience



# RESULTS - RECRUIT

- Staff Survey

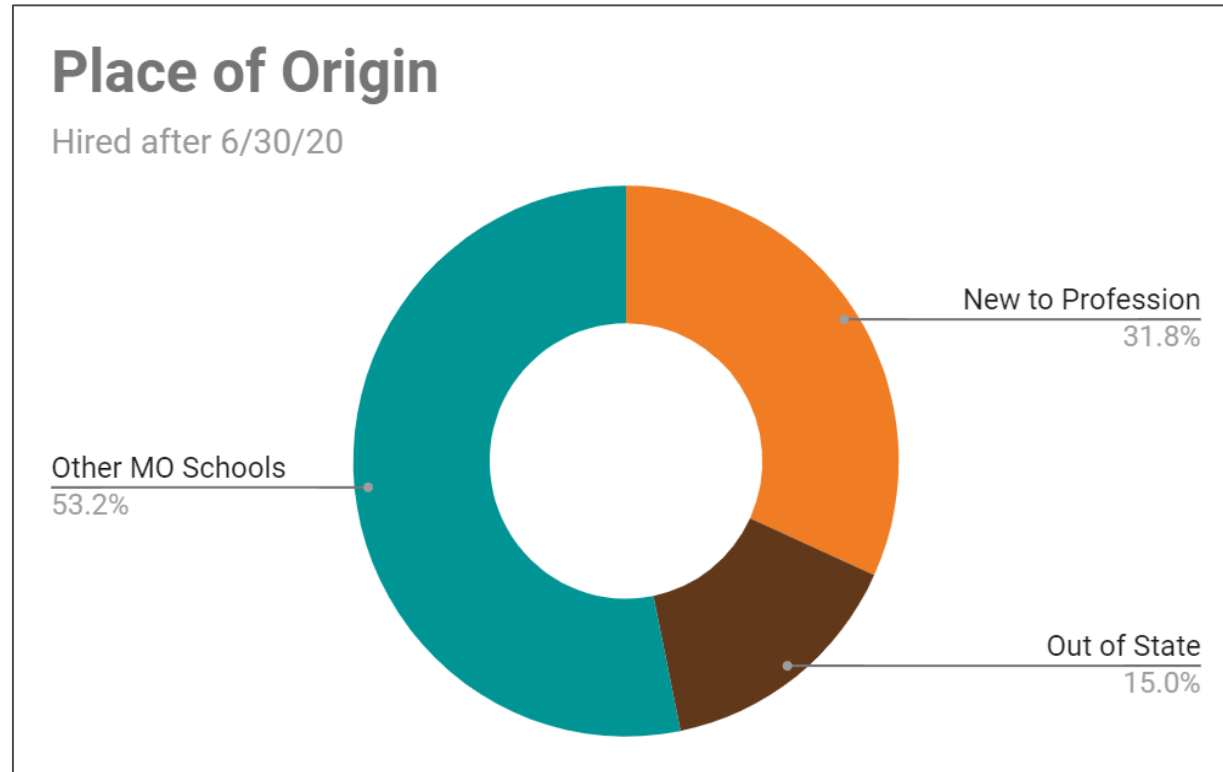
I apply our district's vision, mission and values to my work. (Certified Staff)					
Cycle	Responses	Top Level(s) Percent	Neutral Percent	Bottom Level(s) Percent	Survey Performance Index (SPI)
2018-19	253	98.43%	1.18%	0.39%	452.55
2019-20	254	96.85%	2.36%	0.79%	445.28
2020-21	206	98.06%	1.94%	0%	446.12
2021-22	216	77.31%	14.81%	7.87%	384.72
2022-23	266	80.08%	13.16%	6.76%	390.23

I apply our district's vision, mission and values to my work. (Classified Staff)					
Cycle	Responses	Top Level(s) Percent	Neutral Percent	Bottom Level(s) Percent	Survey Performance Index (SPI)
2018-2019	110	93.57%	6.42%	0%	442.2
2019-2020	126	98.42%	1.59%	0%	450.0
2020-2021	94	95.75%	3.19%	1.06%	455.32
2021-2022	89	95.56%	4.44%	0%	443.33
2022-2023	105	78.85%	13.46%	7.69%	392.31



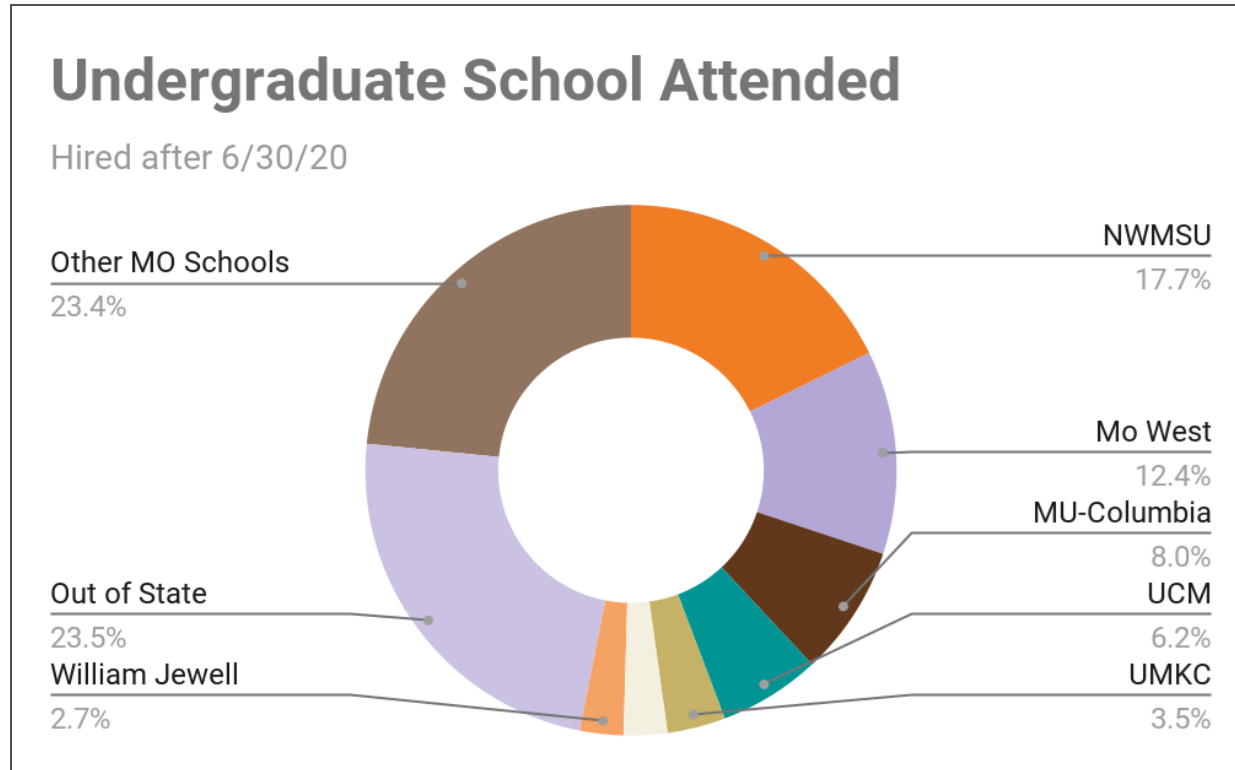
# RESULTS - RECRUIT

- Certified Recruitment Data 2020-23



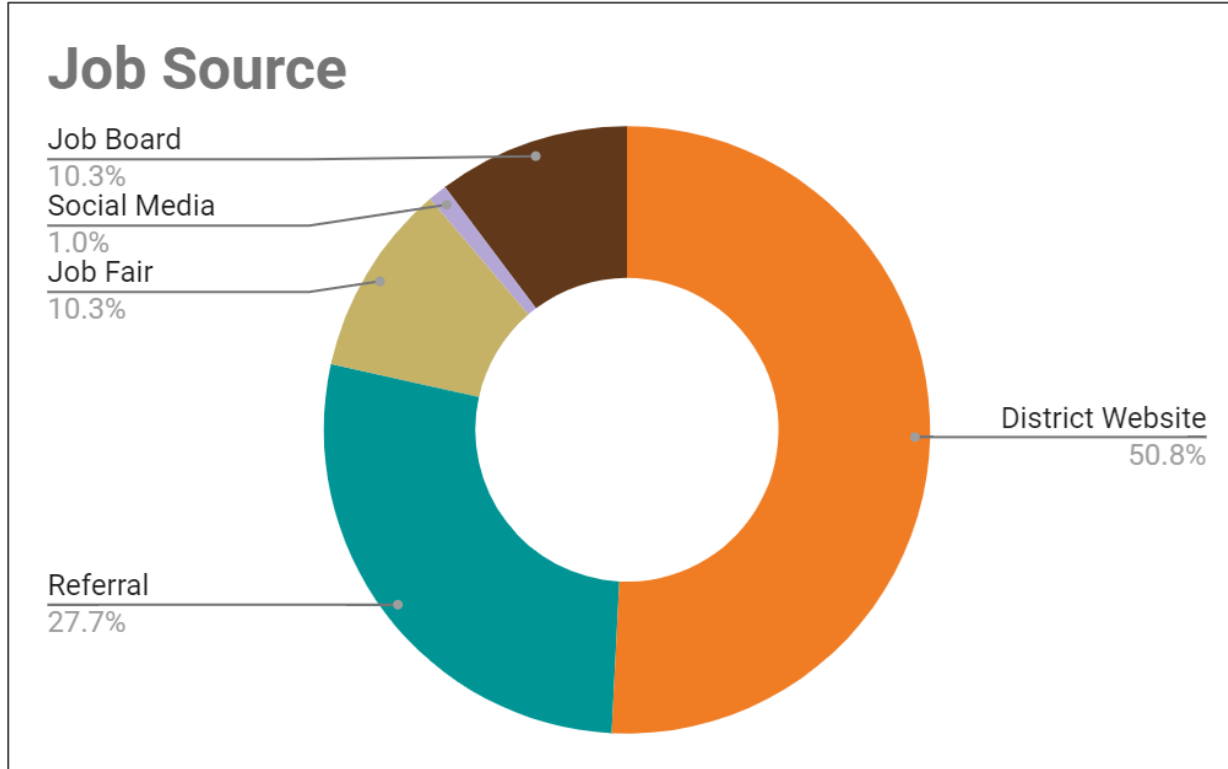
# RESULTS - RECRUIT

- Certified Recruitment Data 2020-23

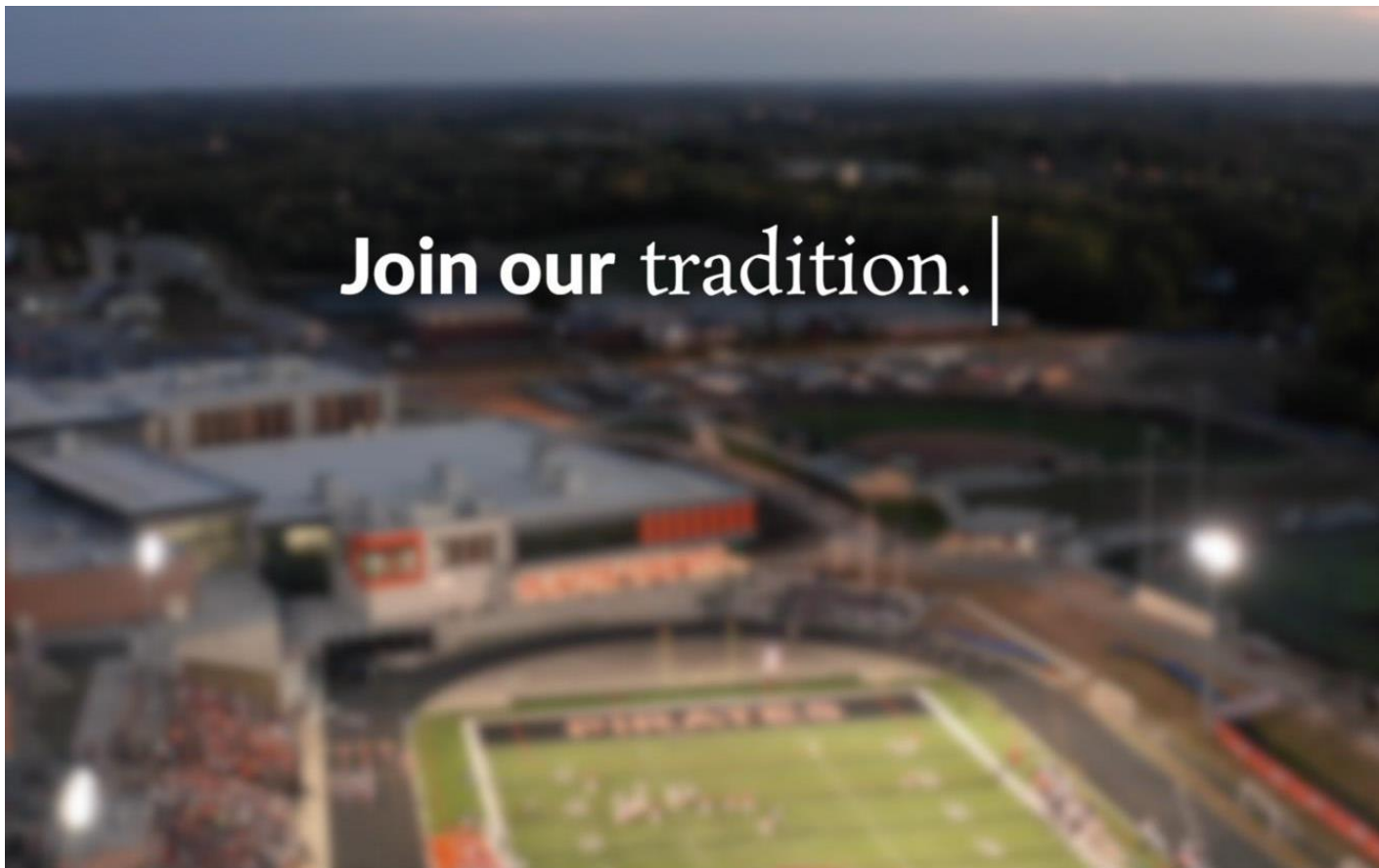


# RESULTS - RECRUIT

- Certified Recruitment Data 2020-23, Job Source



# RESULTS - RECRUIT



# RESULTS - DEVELOP

- **Performance Evaluation Model**
  - Collaboratively developed proprietary evaluation model based on the DESE Evaluation Model in 2016-17 (The teacher model is called EPIC-Educator Performance Improvement Cycle)
  - Staff select two pillars/indicators to focus their improvement efforts throughout the year
  - Staff complete a self evaluation, develop action steps, and meet with a supervisor to review at the beginning of the year
  - Supervisors meet with staff members at the end of the year to review action steps and validate level of growth





# RESULTS - DEVELOP

**I am encouraged to develop my knowledge and skills to support my professional growth.  
(Certified Staff)**

Cycle	Responses	Top Level(s) Percent	Neutral Percent	Bottom Level(s) Percent	Survey Performance Index (SPI)
<b>2018-2019</b>	254	83.07%	11.02%	5.91%	412.2
<b>2019-2020</b>	254	79.13%	12.99%	7.87%	405.12
<b>2020-2021</b>	206	89.32%	8.25%	2.43%	421.36
<b>2021-2022</b>	216	68.83%	16.74%	14.42%	372.09
<b>2022-2023</b>	266	76.32%	10.90%	12.78%	387.59

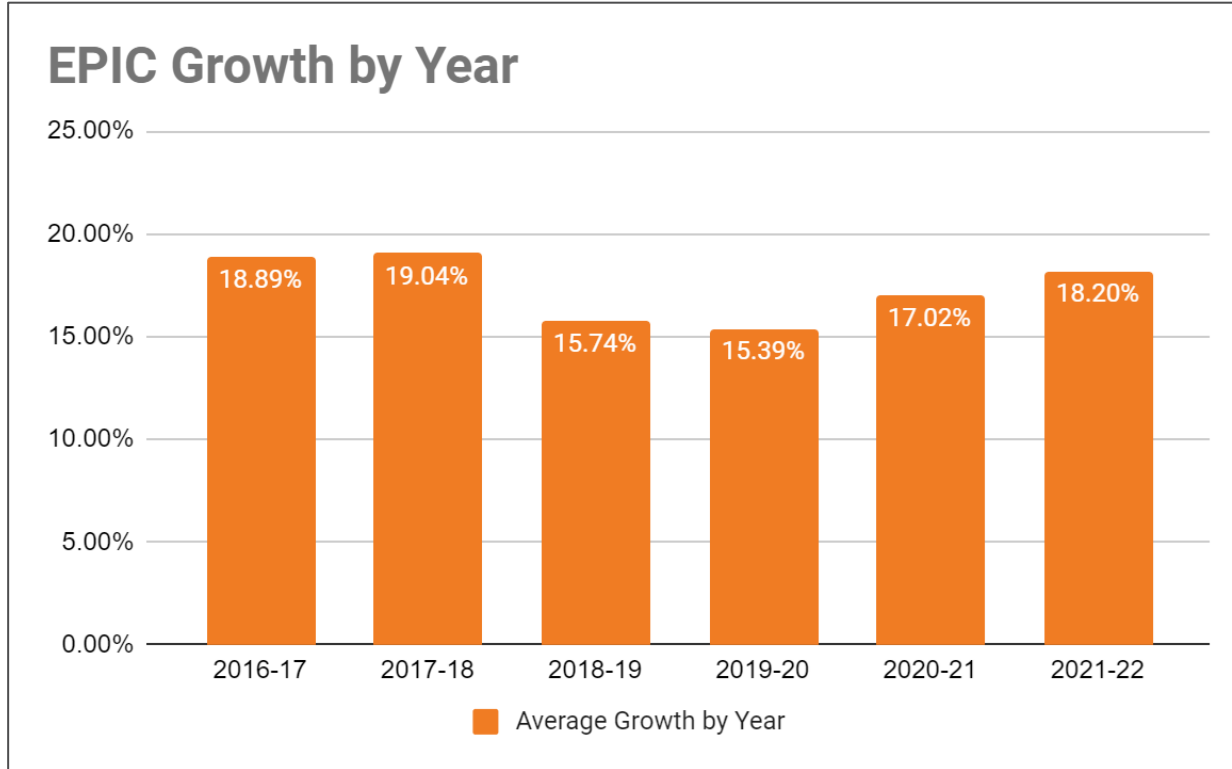
**I am encouraged to develop my knowledge and skills to support my professional growth.  
(Classified Staff)**

Cycle	Responses	Top Level(s) Percent	Neutral Percent	Bottom Level(s) Percent	Survey Performance Index (SPI)
<b>2018- 2019</b>	110	86.29%	10.0%	3.64%	429.09
<b>2019-2020</b>	123	90.24%	8.13%	1.63%	432.52
<b>2020-2021</b>	93	94.62%	5.38%	0%	448.39
<b>2021-2022</b>	89	65.56%	21.11%	13.33%	381.11
<b>2022-2023</b>	105	75.00%	18..22%	6.78%	396.15



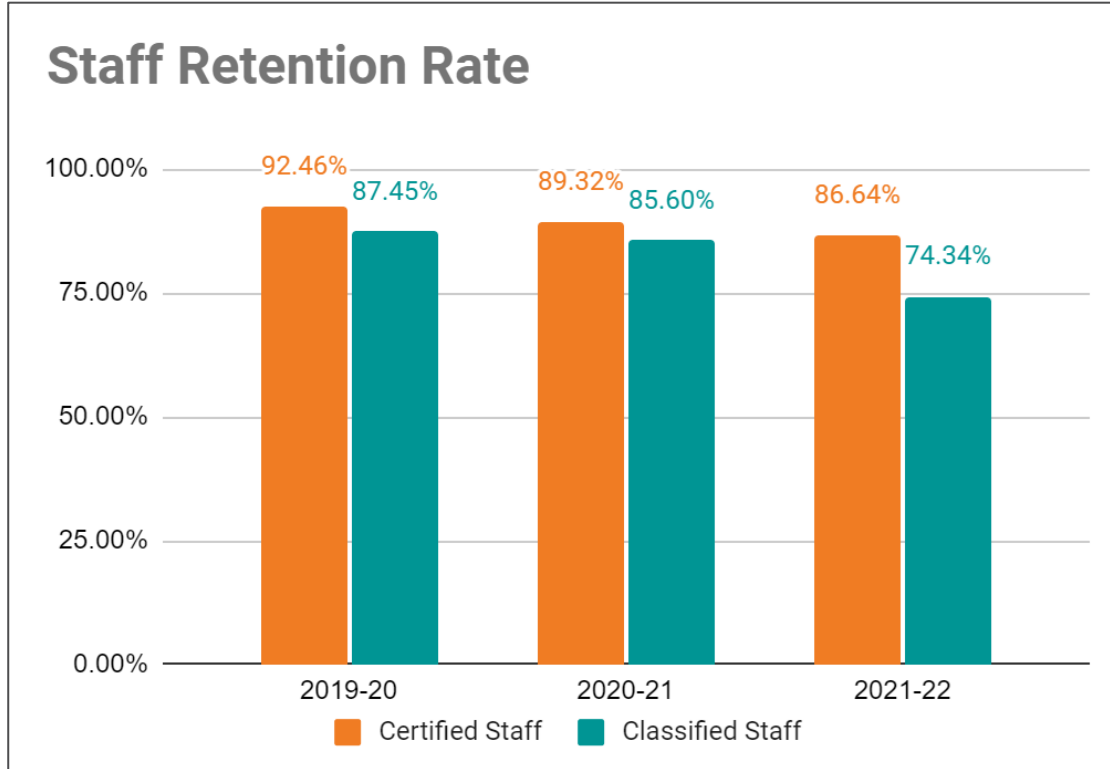
# RESULTS - DEVELOP

- Certified Development Data 2016-22, EPIC Growth



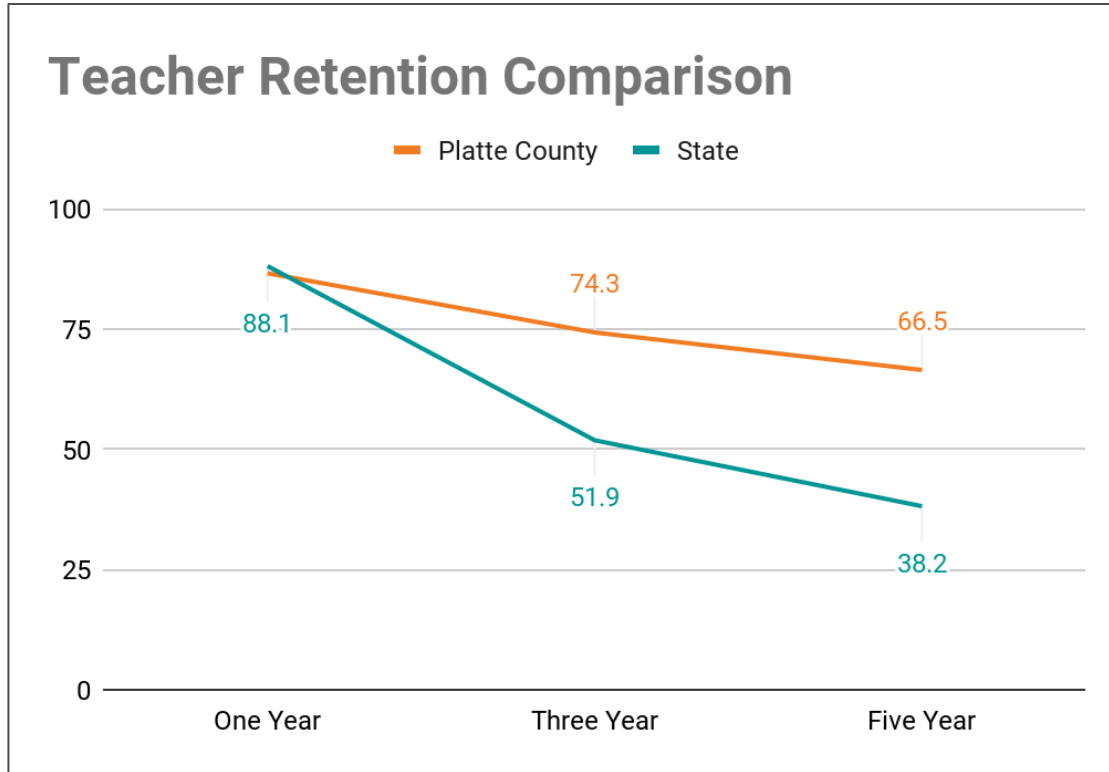
# RESULTS - RETAIN

- Staff Retention Rates, 2019-20 to 2021-22



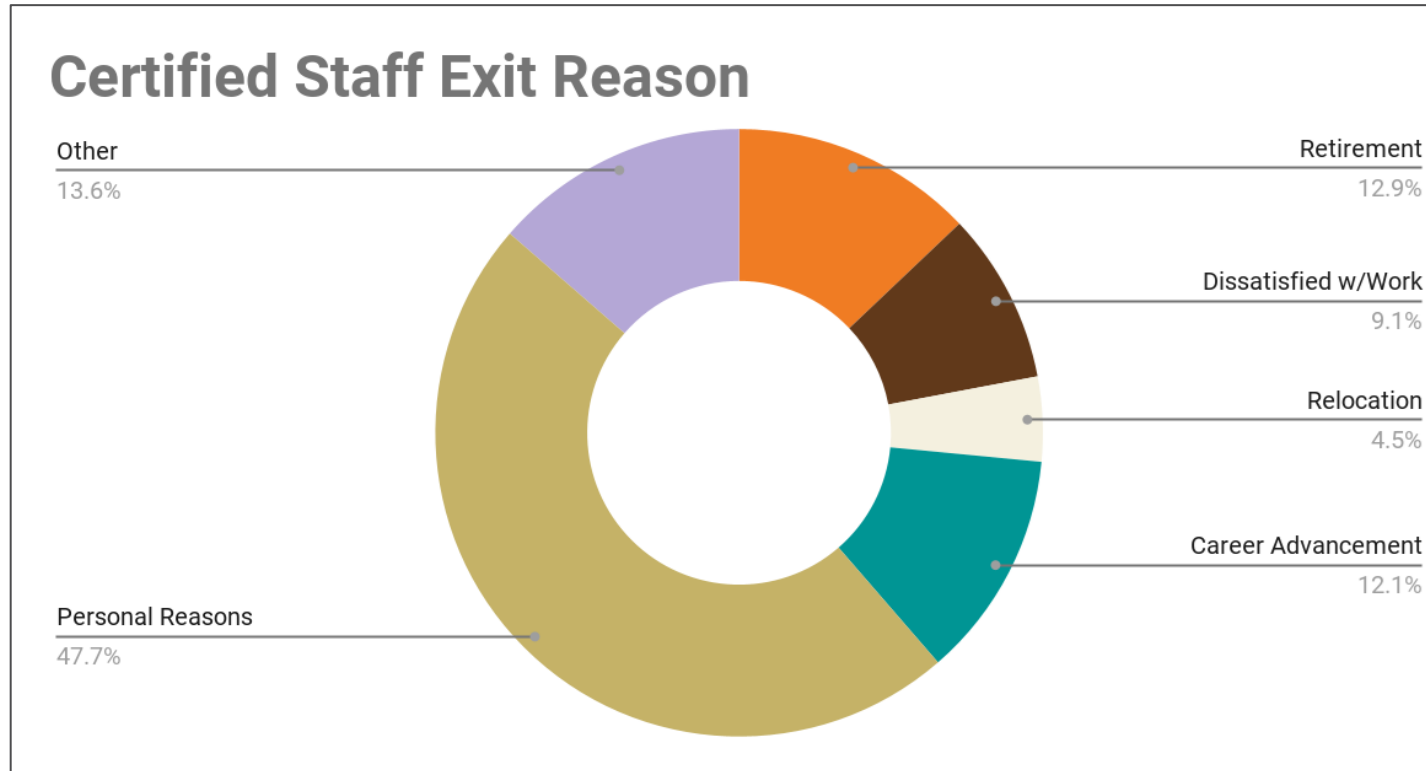
# RESULTS - RETAIN

- Teacher Retention Comparison to State, One to Five Years



# RESULTS - RETAIN

- Reasons for Leaving, 2021-22



# STRATEGIC PLANNING

HR Strategic Initiative Action Steps		
Action	Current Progress	Evidence
<i>Expand Recruiting Resources</i>	Increased presence at university job fairs, apps and online sources by 40%, developed staff recruiting video	Increase in number of candidates for positions, hire survey data
<i>Ensure Alignment of Application and Interview Questions to VMV</i>	All certified and most classified interview questions have been revised	Annual survey data, onboarding survey, evaluations and staff retention
<i>Deploy a High Quality Onboarding Process</i>	Revising based on survey data to provide more support for specialty areas	Staff survey, onboarding survey, staff retention, mentoring program changes, exit interviews
<i>Increase Number of Practicum and Student Teacher Placements</i>	Met with all local university partners to request an increase in placements	Requests have gone up, placement rate has also increased, new hire data indicates 21% were hired
<i>Increase Exposure of the Teaching Profession to Students</i>	Secured GYO grant for \$10,000 with local university partners	Enrollment in Teaching Professions Program at NCC, high school class next year at PCHS



# STRATEGIC PLANNING

HR Strategic Initiative Action Steps		
Action	Current Progress	Evidence
<i>Ensure Opportunities for Staff Feedback and Engagement</i>	Deployed staff surveys, building visits, participation in organizational meetings	Annual staff survey, focus groups, feedback from Team Platte County and Classified Committees
<i>Create Reporting Feature to Display Progress for Evaluations</i>	Work with Frontline to revise growth model reporting as a building/district, instead of individual growth	Annual growth on evaluation, annual survey data
<i>Encourage Teacher Growth, Development and Retention</i>	AST and HR collaborating to create stipends to compensate teachers for their professional growth	Secured \$154,000 Retention Grant to use for the next 2 years. To date, data suggests an increase in staff retention
<i>Provide Competitive Pay and Benefits</i>	Annual comparison data is gathered and analyzed to make recommendations on salaries each year	Comp data rankings have improved, exit survey data, retention data, Wellness engagement
<i>Provide Opportunities for Staff Recognition</i>	Employees are recognized throughout the year for their service	SCHIVIRs, End of year recognition, annual survey data, retention data



# SUBMISSION MATERIAL

- DESE Report on Teacher Retention 2023
- District Wellness Policy Triennial Assessment





# QUESTIONS? FUTURE UPDATES

<b>Work System Key Process Updates</b>	
<b>Work System Process Update</b>	<b>Month</b>
<i>Quality Continuous Improvement</i>	Aug
<i>Results Preview/Strategic Plan</i>	Sept
<i>Comprehensive Results Summary</i>	Oct/Nov
<i>Curriculum, Instruction, and Assessment</i>	Nov
<i>Professional Development</i>	Nov
<i>Tiered Support Services</i>	Dec
<i>Information Management and Technology</i>	Jan
<i>Facilities and Operations</i>	Feb
<i>Human Resources</i>	Apr
<i>Student Services</i>	May
<i>Business Services</i>	Jun
<i>Communications and Public Relations</i>	Jul

