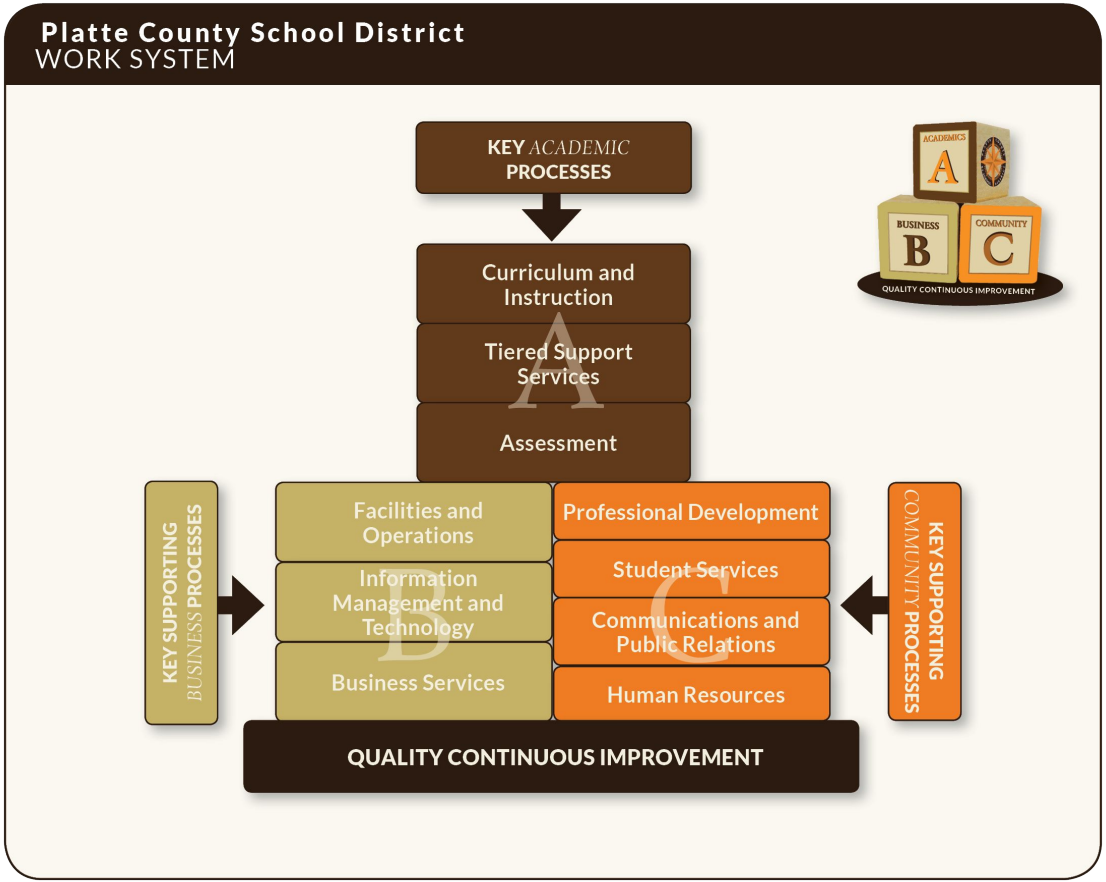
KEY PROCESS UPDATE

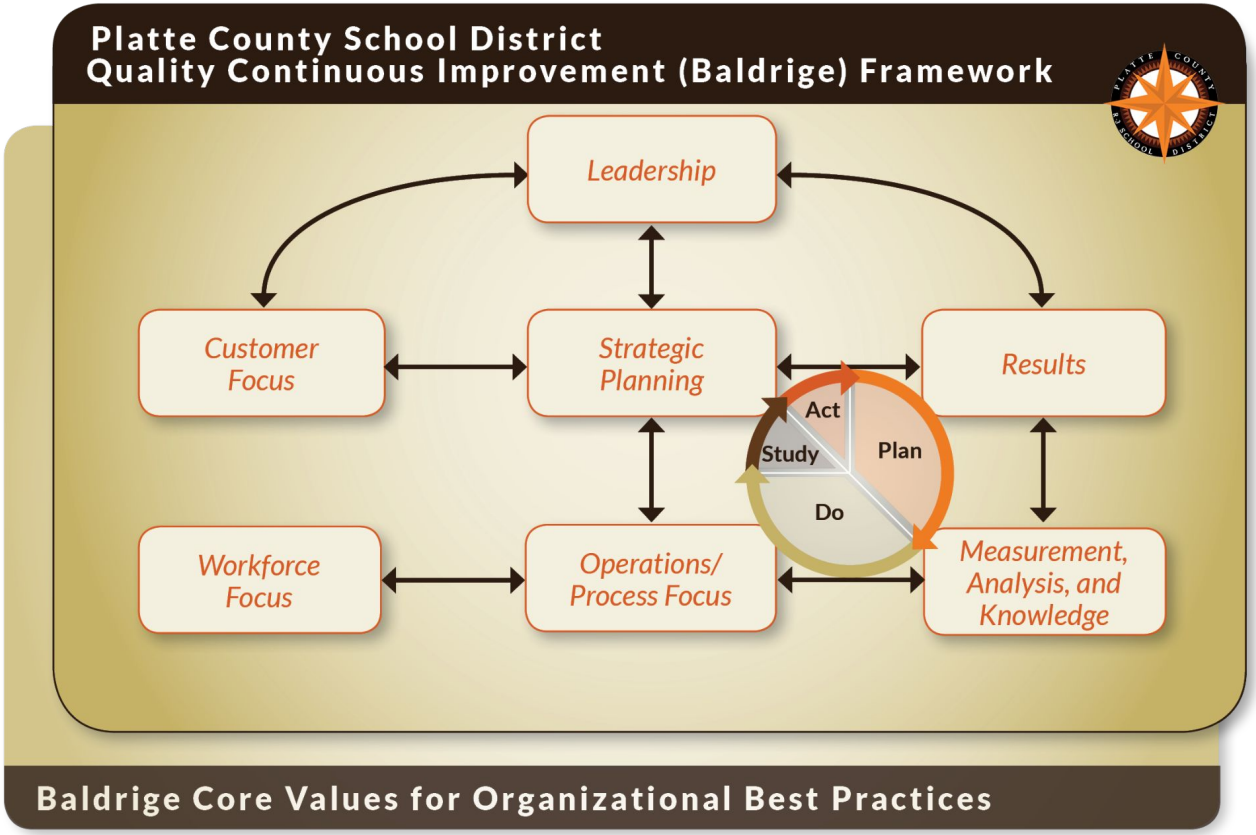
Human Resources

June 2024

WORK SYSTEM


Platte County School District
WORK SYSTEM
KEY ACADEMIC PROCESSES
Curriculum and Instruction
Tiered Support Services
Assessment
ACADEMICS
A
BUSINESS
B
COMMUNITY
C
QUALITY CONTINUOUS IMPROVEMENT
KEY SUPPORTING BUSINESS PROCESSES
Facilities and Operations
Information Management and Technology
Business Services
Professional Development
Student Services
Communications and Public Relations
Human Resources
KEY SUPPORTING COMMUNITY PROCESSES
QUALITY CONTINUOUS IMPROVEMENT

QCI FRAMEWORK



LEADERSHIP

Human Resource Team	
Ashley Jones	Executive Director of Human Resources
Bobbi Wheeler	Human Resources Specialist
Grady Robertson	Executive Administrative Assistant
Connie Wuebben	Executive Administrative Assistant - Retiring July 1
Amy Schrunk	Executive Administrative Assistant
Dr. Drew White	Deputy Superintendent
Dr. Jen Beutel	Executive Director of Pupil Services
Dr. Alicia Casey	Executive Director of Academic Services
Wayne Krueger / Brian Noller	Executive Director of Business Services
Laura Hulett	Director of Communications
Curtis Nower	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**
  - Stakeholder Requirements Survey
  - Evaluation (EPIC/CPIC/APIC) Growth
  - Staff Retention
- **Supporting Measures**
  - Survey Data for Professional Development
  - Exit Surveys/Interviews
  - Staff Attendance / Fill Rates
  - Staff Wellness
  - Compensation Survey of Local 15
  - Application submissions by vacancy
  - Spark Hire - Acceptance and compilation of screening interviews

CSIP Goal:

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

STRATEGIC PLANNING

2023-24 Goals

- Attract, retain, and develop a high-quality staff.
- Initiate a reimplementation of HR and payroll systems to significantly elevate accuracy, reliability, and efficiency in data management, thereby fortifying business processes and fostering and supporting informed decision-making across the District.

2024-25 Goals

- Attract, retain, and develop a high-quality staff.
    - Develop staffing model based on projected enrollments and other key factors
    - Develop and implement personnel process improvement to include:
        - Staff retention & recruitment
        - Staff performance growth strategies
- In partnership with Business Services elevate accuracy, reliability, and efficiency in data management, thereby fortifying business processes and fostering and supporting informed decision-making across the District.

CUSTOMER FOCUS

Stakeholder Requirements Survey 2021 & 2016 (conducted every 5 years)		
	2021	2016
Identify the FIVE greatest challenges or issues the school district has to address over the next five years.		
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
What evidence do you use to evaluate the quality of education in our school district?		
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**
What should the financial priorities be for our school district during the next five years?		
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

RESULTS - RECRUIT & RETAIN

- Staff Survey

I am satisfied with working in the Platte County School District. (Certified Staff)					
Cycle	Responses	Top Level(s) Percent	Neutral Percent	Bottom Level(s) Percent	Survey Performance Index (SPI)
2018-19	223	79.84%	15.42%	4.75%	382.96
2019-20	254	75%	20%	6%	389.37
2020-21	205	76.1%	17.56%	6.34%	388.29
2021-22	216	64.81%	19.44%	15.74%	363.42
2022-23	263	74.14%	17.11%	14.74%	382.13
2023-24	285	68%	19%	13%	370.88

I am satisfied with working in the Platte County School District. (Classified Staff)					
Cycle	Responses	Top Level(s) Percent	Neutral Percent	Bottom Level(s) Percent	Survey Performance Index (SPI)
2018-2019	110	82.73%	12.73%	4.54%	410.00
2019-2020	126	75%	13%	2%	416.67
2020-2021	94	88.3%	10.64%	1.06%	426.60
2021-2022	90	72.22%	21.11%	6.67%	385.56
2022-2023	105	75.23%	20.95%	3.81	400.95
2023-2024	121	70%	25%	5%	382.64

RESULTS - RECRUIT & RETAIN

- Staff Survey

I am satisfied with the benefit package the district provides. (Certified Staff)					
Cycle	Responses	Top Level(s) Percent	Neutral Percent	Bottom Level(s) Percent	Survey Performance Index (SPI)
2018-19	253	78.26%	12.25%	9.49%	384.19
2019-20	253	66%	20%	14%	361.66
2020-21	204	70.09%	19.12%	10.78%	368.14
2021-22	216	55.56%	21.76%	22.68%	337.53
2022-23	266	53%	27.44%	19.55%	337.22
2023-24	284	46%	24%	29%	318.31

I am satisfied with the benefit package the district provides. (Classified Staff)					
Cycle	Responses	Top Level(s) Percent	Neutral Percent	Bottom Level(s) Percent	Survey Performance Index (SPI)
2018-2019	109	73.4%	20.18%	6.42%	381.66
2019-2020	124	64%	22%	14%	357.26
2020-2021	93	59.14%	29.03%	11.83%	365.59
2021-2022					
2022-2023					
2023-2024	121	40%	35%	25%	314.05

RESULTS

Current Actions

- Contracted with EMS to conduct a classification and compensation study
- Examined hiring process to identity factors that unnecessarily narrow the talent pool
- Kicked of FTE request for 2024-2025
- Received additional $10,000 Grow Your Own Grant
- Evaluating opportunities to enhance benefits for employees through evaluation of insurance and Board policy

Future Actions

- Market analysis every three years
- Strengthen partnership with preparation programs with focus on inclusion of HBCU's
- Identity avenue to diversify our applicant pools for all positions
- Develop and implement comprehensive retention & recruitment plan
- Explore avenues to continue to support certification efforts of recent graduates
- Explore enhancements to employee benefits & educate employees

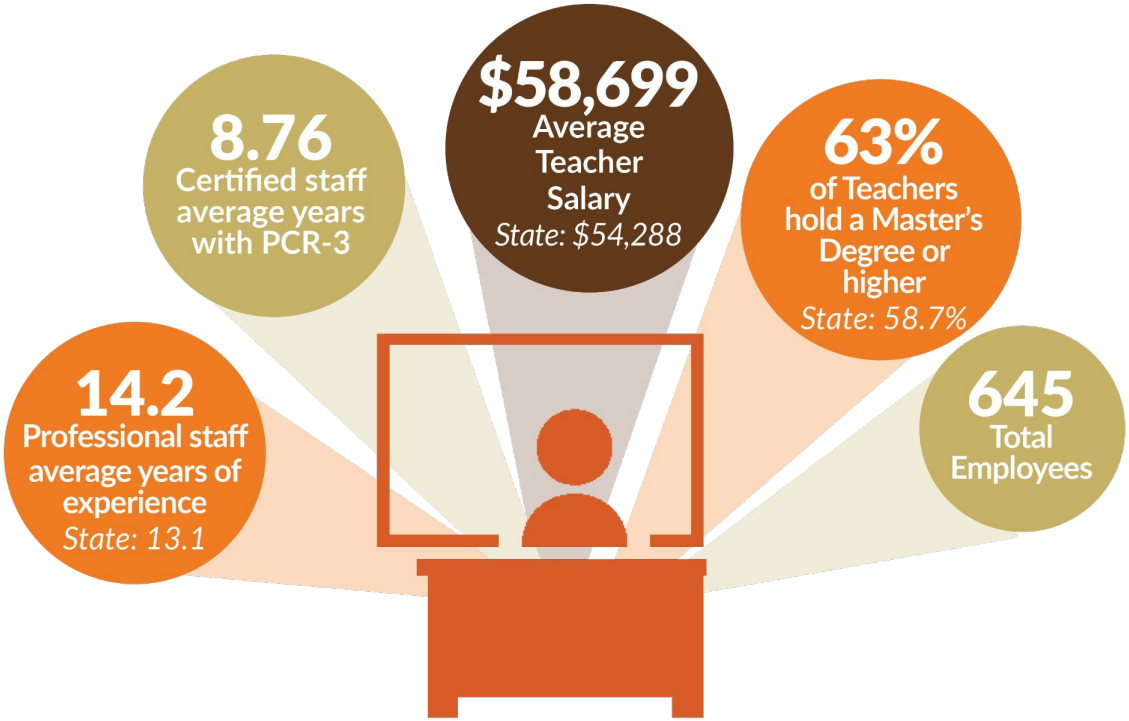
Ongoing Actions

- Evaluation of compensation, benefits, and Board policy
- Test and evaluate recruitment strategies/talent sources

WORKFORCE PROFILE - 2024

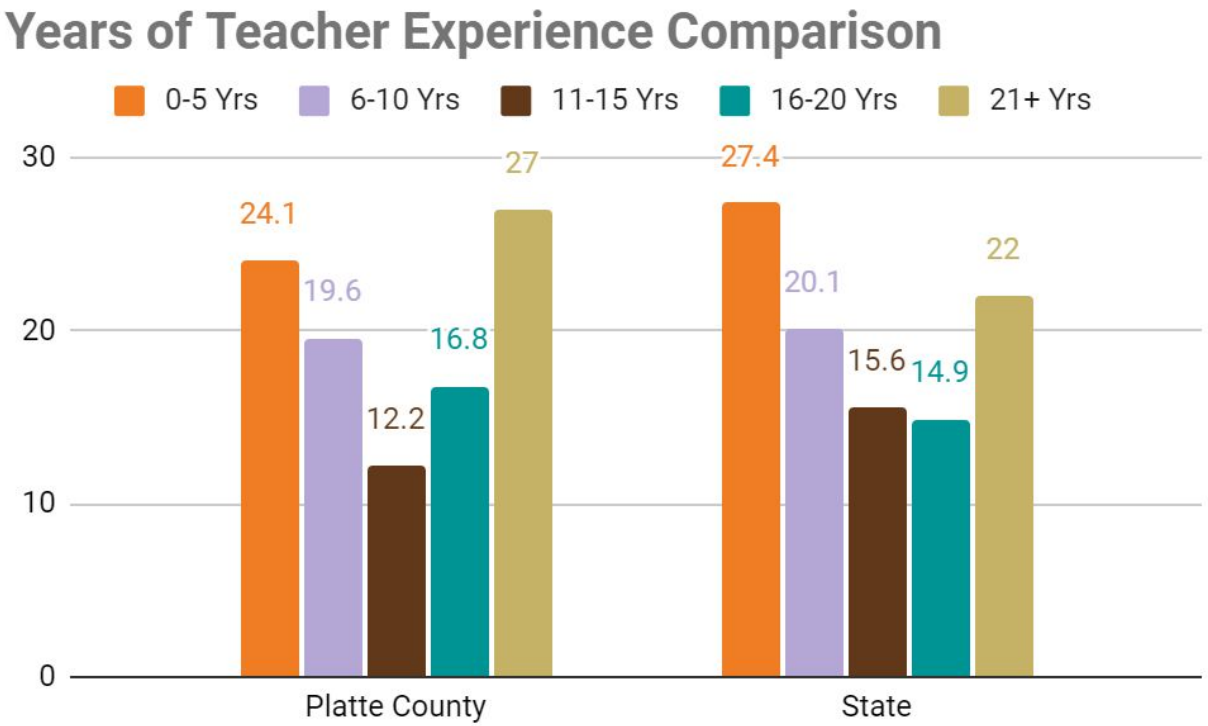
- **Full Time Staff Totals**
  - Classified: 270
  - Certified: 377
- **Part Time Staff Totals**
  - Classified: 39
  - Certified: 7
  - Subs/Temporary: 180
- **Gender**
  - Female: 637
  - Male: 236
- **Race/Ethnicity**
  - White: 95.61%
  - African American: 2.43%
  - Hispanic: 0.58%
  - Other: 1.39%

WORKFORCE PROFILE - 2023



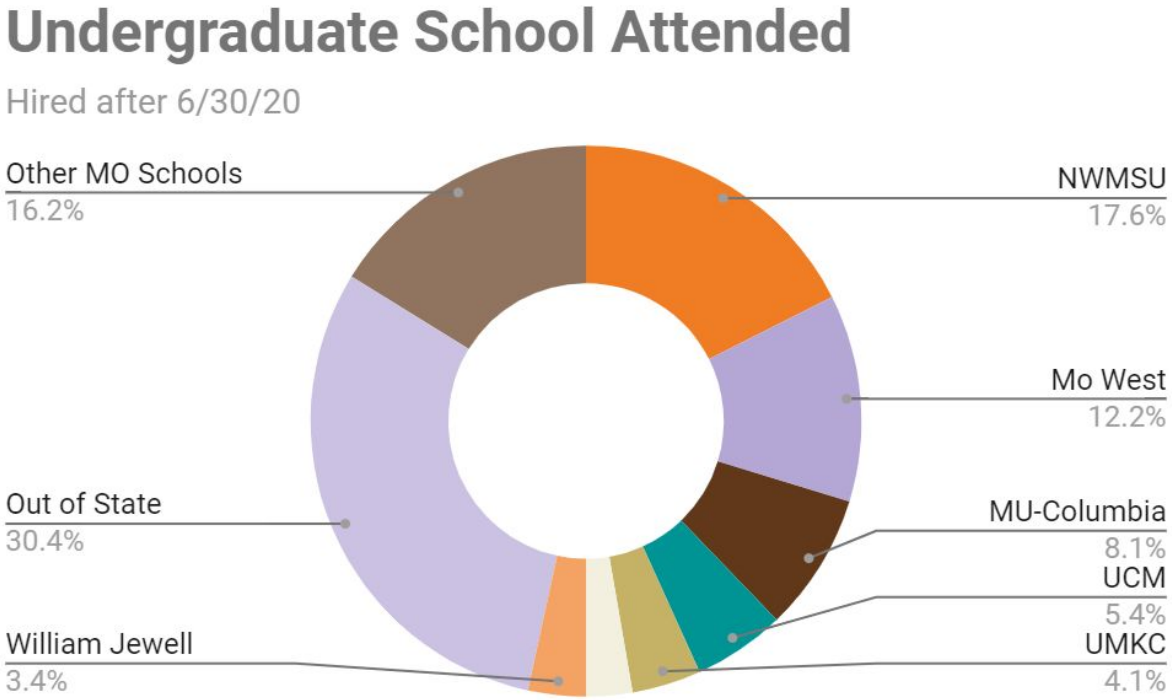
WORKFORCE PROFILE - 2024

- Years of Teacher Experience



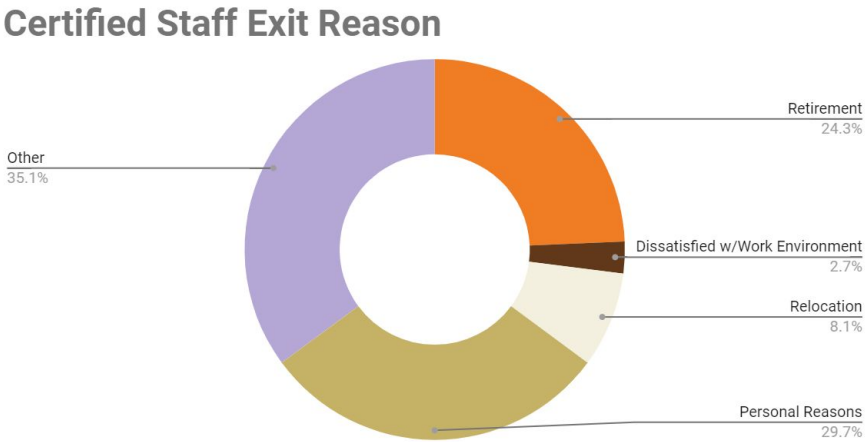
RESULTS - RECRUIT

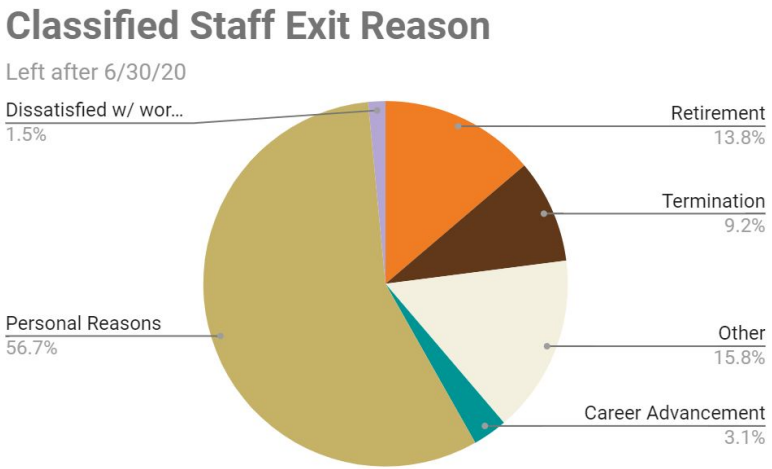
- Certified Recruitment Data 2020-24



RESULTS - RETAIN

- Reasons for Leaving, 2022-23





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)
2018-2019	254	83.07%	11.02%	5.91%	412.2
2019-2020	254	79.13%	12.99%	7.87%	405.12
2020-2021	206	89.32%	8.25%	2.43%	421.36
2021-2022	216	68.83%	16.74%	14.42%	372.09
2022-2023	266	76.32%	10.90%	12.78%	387.59
2023-2024	289	72%	15%	13%	378.89

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)
2018- 2019	110	86.29%	10.0%	3.64%	429.09
2019-2020	123	90.24%	8.13%	1.63%	432.52
2020-2021	93	94.62%	5.38%	0%	448.39
2021-2022	89	65.56%	21.11%	13.33%	381.11
2022-2023	105	75.00%	18..22%	6.78%	396.15
2023-2024	122	70%	18%	12%	372.95

RESULTS

Current Actions

- Streamlined certified staff evaluation process to engage probationary teachers, all first-year tenure teachers, and employees identified as needing improvement.
- Trained new administrators - EPIC, CPIC, and Frontline Professional Growth
- Researching evaluation models and platforms with the support of Educational Specialist candidate, Derek Yost and Executive Administrative Assistant, Connie Wuebben
- Gathered feedback from stakeholder groups
- Recommend policy change to offer Professional Growth Credit

Future Actions

- Transition to a new platform, then kick off implementation and training
- Collaboration with Academic Services to ensure professional development opportunities align with Strategic Plan and indicators identified as a need for professional growth

Ongoing Actions

- Monitor effectiveness of evaluation model as it relates to fostering professional growth and development
- Collaboration with Academic Services to ensure professional development aligns
- Complete Core Data Screen 18A - Educator Evaluation

SUBMISSION MATERIAL

- Recruitment and Retention of Teachers in Missouri Public Schools: A Report to the Missouri General Assembly, December 2023
- Report of Teacher Workforce, January 2024

QUESTIONS? FUTURE UPDATES

Work System Key Process Updates	
Work System Process Update	Month
Communications and Public Relations	Jul