

CEO Briefing

Recruitment & Retention

April 19, 2012

Dr. Kamela Patton, Superintendent



VISION

That all students will complete school prepared for ongoing learning as well as community and global responsibilities.

MISSION

To provide exceptional educational opportunities that motivate and engage each student.

ORGANIZATIONAL STRUCTURE

6,565 Total Employees

Administrative and Managerial	314
Teachers* (CCEA), Occupational Therapists, Physical Therapists, and Psychologists	3,231
Clerical* (OCAP)	977
Confidential (i.e. Executive Secretaries, School Office Managers)	78
Teamsters* (i.e. Bus Drivers, Carpenters, Nutrition Services Workers)	604
Nutrition Services Managers, Facility Managers, Technicians, and Specialists	213
Part-Time (includes Substitute Teachers and Adult Ed Instructors)	1,148

*Unions

- Collier County Education Association (CCEA) - teachers
- Office and Classroom Assistant Personnel (OCAP) - clerical
- Teamsters

ORGANIZATIONAL STRUCTURE

Business Operations

- Facilities Management
- Financial Services
- Labor Relations, Employee Investigations, and Legislation
- Technology Services
- Security and Environmental Management
- Transportation
- Student/Staff Projections, Allocations, and Reporting

Communications and Community Engagement

- District Communications (Collierschools.com, The Education Channel, Public Records Requests)
- Volunteers

Human Resources

- Benefits
- Compensation
- Staffing
- Applicant Screening

Curriculum and Instruction

- Competitive Grants and Charter Schools
- Elementary Programs
- ESE
- Federal/State Grants and English Language Learner Programs
- Planning and Accountability
- Secondary Programs
- Student Services
- Professional Development, Instructional Technology, and Media Services

District General Counsel

School Operations

- Site-Based Administrators
- Adult and Community Education
- Post-Secondary Education
- Student Relations

IMPACT OF STATE FUNDING

HR policies must align with State Statute requirements

- Example: SB 736 – impact on compensation and performance evaluation process

State funding impacts recruitment/retention incentives

- Example: tuition reimbursement

CURRENT HR INITIATIVES

Recruitment and Selection

- Annual Recruitment Fair
- Annual Transfer Fair
- Recruitment Advertising (year-round)
- Partnership with Colleges and Universities
- Administrative and Academic Pools

Diversity Recruitment

- Attend Minority Recruitment Job Fair
- Advertise in Minority Publications

CURRENT HR INITIATIVES

Professional Development/Leadership Development

- Preparing New Principals Program
- Trained Mentors Supporting New Principals/New Board Members
- Aspiring Leaders Program
- Administrative and Academic Pools
- New Teacher Orientation Program
- Training for Peer Mentors
- FGCU S.E.R.V.S. Mentors for New Teachers
- Peer Mentors Assigned to New Teachers
- New Principal Support Program

Retention

- Tuition Reimbursement

Performance Management

- Collier Teacher Evaluation Model (CTEM) for Instructional Staff

UPCOMING HR INITIATIVES

Recruitment and Selection

- Welcome video sent to new teachers before start date
 - Includes message from students and Superintendent
- Assistance with relocation information
 - Housing options outlined by feeder school patterns

RECRUITMENT AND SELECTION

Describe the recruitment strategies that have allowed your organization to be successful in attracting and recruiting diverse and qualified talent to Collier County.

PROFESSIONAL & LEADERSHIP DEVELOPMENT

In what ways does your organization provide staff development opportunities for employees to expand and refine their skill sets?

RETENTION

**How does your organization foster retention
of all top quality staff?**

PROFESSIONAL & LEADERSHIP DEVELOPMENT

How does your organization assess internal talent in order to identify gaps in leadership and develop a succession management plan?