

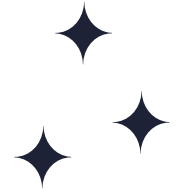


Retention and Recruitment Task Force Recommendations

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Board of Education Meeting, April 4, 2023

Meeting Topics



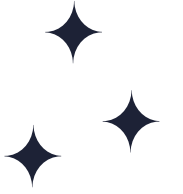
Meeting 1: November 2, 2022

Setting a vision;
Developing group norms;
Developing goals;
Selecting survey instruments.

Meeting 2: December 8, 2022

Reviewing our goals;
Reviewing survey results;
Reviewing 'Stay Interview'
results;
Identifying trends.

Meeting Topics (con't)



Meeting 3: January 18, 2023

Reviewing survey results;
Identifying areas of focus;
Crafting goals.

Report Preparation: February

The Retention and Recruitment Task Force Report was prepared by the committee.

The report was shared with the Leadership Team.

The report was shared with the Personnel Committee.

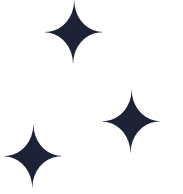


Some definitions..

Universal Truths & Goals



What is it?



RETENTION

Community;

A sense of belonging;

Feeling respected;

Engaging in meaningful work.

RECRUITMENT

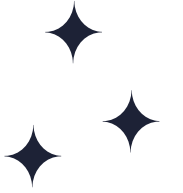
Our common strengths;

Who we are;

Convey positive image;

Enticing others to be part of our community.

What does it look like?



RETENTION

Happy, positive employees;

Celebrations of employees;

Good work/life balance;

Support;

Competitive compensation.

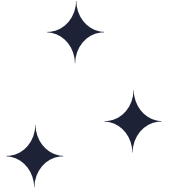
RECRUITMENT

Sharing our strengths publicly;

Good PR;

Competitive compensation offerings.

Task Force



A Task Force is...

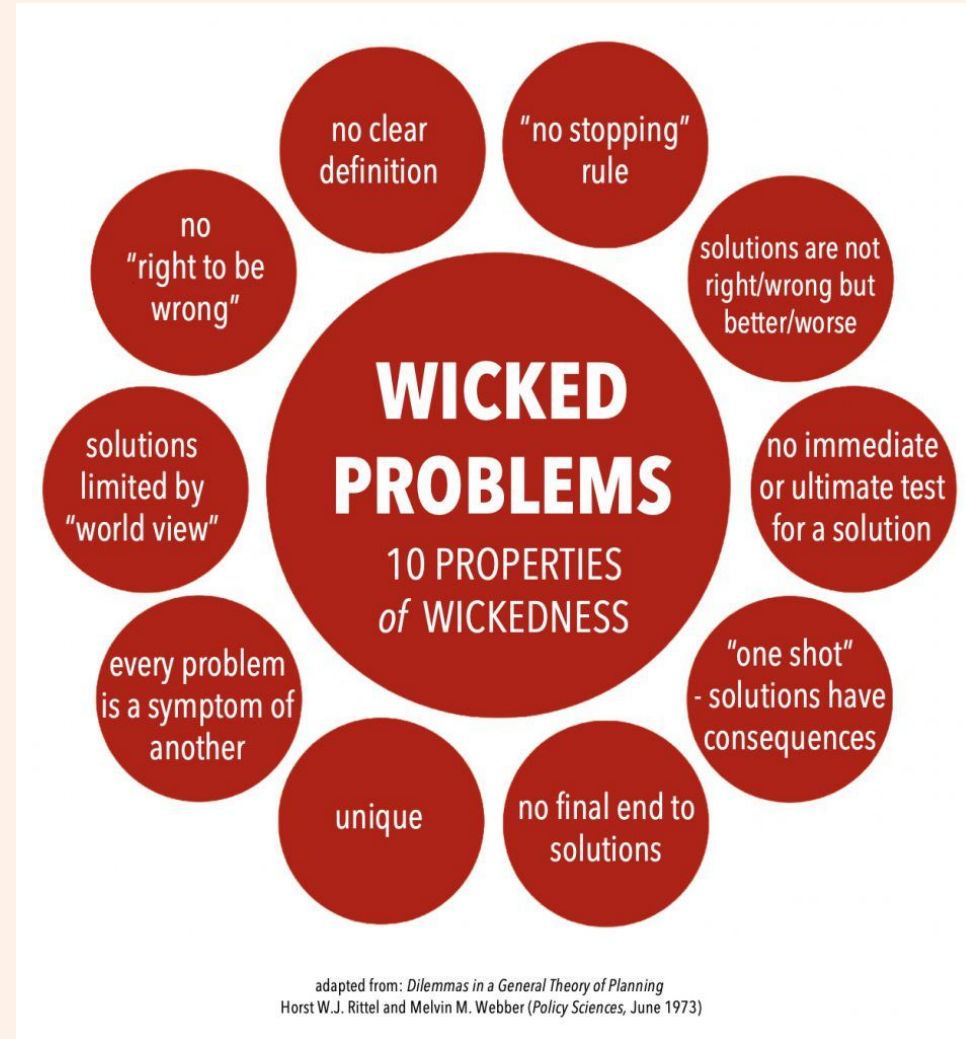
A unit specially organized for a task.

Task forces are small groups of people – and resources – brought together to accomplish a specific objective, with the expectation that the group will disband when the objective has been completed.

It is not...

While a task force is usually convened to make a recommendation, a project team is usually established to get something done.

We did not seek work to do, rather, we wanted to make recommendations.





Our Goals

What we want to achieve?

Identify assets and goal areas where we can grow in retention and recruitment;

Identify retention and recruitment strategies;

Utilize various strategies and resources for retention and recruitment such as developing/enhancing a brand (i.e. who we are);

Develop recommendations both short and long term for district retention and recruitment sustainability.





Timeline

December 2022

Developed a survey, collected data, and conducted an analysis of results.

January 2023

Designed a strategy based on the surveys;

February 2023

Developed/recommend products for recruitment efforts:

- Videos
- Branding materials
- Salary comparisons from districts

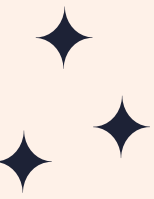
March 2023

Deploy short-term products for recruitment.

April 2023 and beyond

Develop a long-term strategy.





02

Survey Administration





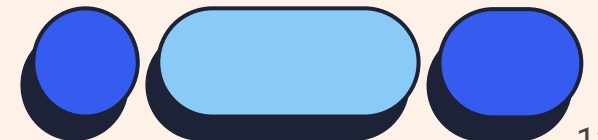
Survey Details

Surveys were distributed to all staff. The window for completing the survey was November 21-December 2.

Types of surveys were:

New Staff Survey (non tenured teachers or less than 4 years in the district)

Retention and Recruitment Surveys for:
teachers/certificated individuals, paras, secretaries,
maintenance and custodial, bus drivers, and
technology staff





A “Stay Interview” Protocol

A “Stay Interview” protocol was used to gather more personalized information in the form of a focus group.

The stay interview asked questions regarding why staff members “stay” here in Readington.

Each member of the committee was asked to interview at least 4 individuals.





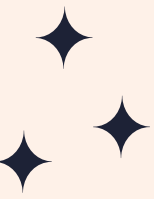
03

Trends in Results





Group Work



We used chart paper to identify trends.

Chart Paper: Assets

Chart Paper: Challenges

What do you have further questions about?





Stay Interview

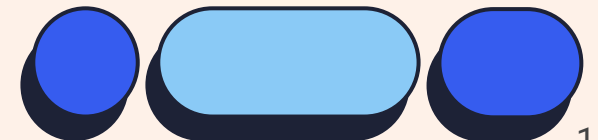


Does the Stay Interview provide additional context for survey responses?

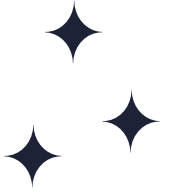
Did any question on the Stay Interview add to your understanding of why employees stay in our organization?

Were you surprised by a response in the Stay Interview?

Overall, can you summarize (in a sentence or two) reasons why an employee stays in Readington?



Trends



Assets

Colleagues/relationships/
teamwork;

Commute time;

Work-life balance;

Engaged in meaningful work;

Tenure.

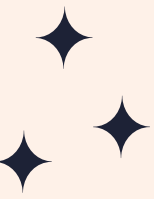
Challenges

Compensation;

Shared decision-making (being part
of the organization);

Discrepancy with paraprofessionals
and secretaries (sense of
belonging and PD);

Training pathways for
non-certificated staff.



04

Recommendations





Major Themes

Theme 1

Compensation

Theme 2

Culture and
Climate

Theme 3

Prof. Dev. and
Growth
Opportunities





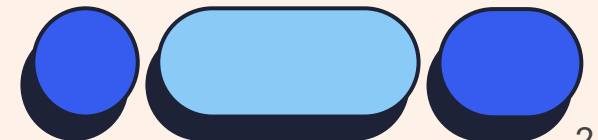
Compensation

Objectives

Research compensation scales with local school districts. Work toward competitive compensation packages through collective and individual negotiations.

Conduct market research for positions that exist outside of education (i.e. IT and maintenance).

Investigate other types of benefits (health, disability, or child care) for employees.





Climate and Culture

Objectives

Harness the already-positive culture and relationships using a recruitment video series.

Continue community building within and across schools and promote staff accomplishments.

Maintain or enhance work-life balance (possibly an HR newsletter).

Maintain and enhance shared decision-making where appropriate.





PD and Growth Opportunities

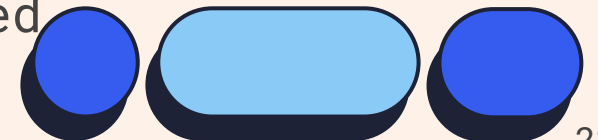
Objectives

Investigate the use of CEUs for movement on the salary guide.

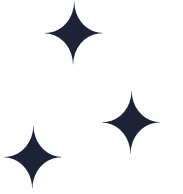
Develop a pathway for paraprofessionals to achieve teacher certification/tuition reimbursement.

Create professional development opportunities for non-certificated staff.

Review and revise the structure of orientation for new staff to include some areas of focus for non-certificated staff.



Thank you to the task force



Staci Beegle, Director of Pupil Services

Emily Bengels, Teacher WHS

Jemma Buccine, Teacher RMS

Tim Charleston, Principal RMS

David DeVelder, Teacher RMS

Marisa Dotro, Teacher TBS

Kristen Doyle, Clerical Aid, TBS

Lori Gabrielson, Teacher WHS/HBS

Jonathan Hart, Superintendent

Kristen Higgins, Principal TBS

Jill Komosinski, Nurse RMS

Sherry Krial, Supervisor of Professional Development

Pauline Marsh, Paraprofessional, TBS

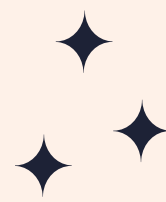
Christine Parolise, Teacher, RMS

Patrick Paul, Maintenance Foreman

Don Race, Facilities Manager

Anthony Tumolo, Supervisor of SEL & Special Projects

Meryl Vance, Teacher HBS and RTEA President



Thank you!
Questions?

