



LRSP Status Report – June 2011

2.07 HR Hire & Retain Hard to Fill Positions SR 2011

Strategic Objective (SO):

2.07 Research strategies for hiring and retaining employees in hard to fill positions.

Department/School: Human Resources

Leader: Pat Strauss

Team Members:

Sheila Kuyath

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In a year, we hope to see the following progress on this strategic objective:

1. Data collected and analyzed to determine which district positions are most difficult to fill (Annual).
2. Data collected and analyzed to determine which districts positions experience high turnover rates and reasons (Annual).
3. Create brief HR staffing report (Annual, January of each year)

PROGRESS SUMMARY

Our 2010-2011 Average applicants per 1.0 FTE Special Education vacancies increased in average from twelve (2009-2010) to nineteen applicants per externally posted vacancy with the highest number of applicants for any one Special Education Resource Teacher vacancy being twenty seven. This information and adjusted hiring practices will allow us to remove these two positions off of the Hard to Fill description.

Positions identified as hard to fill were specialty positions within the Special Services area. They include: Teacher of Hearing Impaired (seven applicants), Occupational Therapists (two applicants). Regular Education positions that were hard to fill were High School Latin with seven applicants.

The annual staffing report was prepared by January of 2011 to help guide our practice going into the hiring cycle for the 2011-2012 school year.