



# RECRUITMENT PLAN 2018-19

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# HIRING TRENDS – KEY POINTS

## 2016-17 School Year (August 2016 to June 2017)

- 90 Teachers were hired across MPS
  - MSA SA doubled in size and hired 36 new teachers last year



# CURRENT OPEN POSITIONS

To date, there are **23** actively open positions:

- **Math**
- **Science**
- **SPED**
- **Language**
- **Computer**
- **Director of Facilities**
- **Paraprofessionals**
- **Part-Time Psychologist**



# HIRING TRENDS - TURNOVER

Lets take a look at last year: 2016-17

**Turnover Totals per Department - All MPS**

Division/Department Name	Employees at Start Date	New Hires	Number Separated	Employees at End Date	Turnover Rate
Teachers Department Title Total	207	90	75	212	36.23%
Certificated Supervisors & Adm Total	44	6	7	42	15.91%
Classified Clerical & Office Total	53	11	15	49	28.3%
Classified Other Total	48	51	26	70	54.17%
Unassigned Total	1	0	1	0	100%
Totals :	353	158	124	373	35.13%

# HIRING TRENDS – TURNOVER (CONT.)



Lets take a look at each site: 2016-17

Turnover per School Site - Totals						
School Site	Employees at Start Date	New Hires	Number Separated	Employees at End Date	Turnover Rate	
MSA 1	50	10	11	48	22%	
MSA 2	40	12	11	43	27.5%	
MSA 3	47	21	20	41	42.55%	
MSA 4	14	6	5	17	35.71%	
MSA 5	13	1	0	14	0%	
MSA 6	11	7	3	15	27.27%	
MSA 7	26	10	7	27	26.92%	
MSA 8	37	7	7	36	18.92%	
MSA SA	49	69	31	73	63.27%	
MSA SD	33	11	15	34	45.45%	
MERF	32	4	13	25	40.63%	

# HIRING TRENDS – TEACHER TURNOVER



Specifically, lets take a look at teacher turnover per site:

Teacher Turnover by Site					
School Site	Employees at Start Date	New Hires	Number Separated	Employees at End Date	Turnover Rate
MSA 1	34	5	6	34	17.65%
MSA 2	24	8	7	26	29.17%
MSA 3	31	14	12	27	38.71%
MSA 4	10	4	5	11	50%
MSA 5	9	0	0	9	0%
MSA 6	5	6	3	8	60%
MSA 7	16	1	4	14	25%
MSA 8	24	6	6	23	25%
MSA SD	23	10	13	24	56.52%
MSA SA	30	36	18	36	60%



# REDUCTION TO TURNOVER

- **Improve the Hiring Process**
  - Is it a good fit?
- **Improve the Onboarding Process**
  - Setting proper expectations, make them feel welcome, collect feedback and touch base with them often.
- **Training for Leadership**
  - Emotional intelligence, Empathy, Cultural awareness/sensitivity cannot necessarily be taught, however, these should be considered.
- **Opportunities for Growth**
- **Employee Recognition**
- **Promoting Work-life Balance**
- **Collecting Feedback OFTEN**



# 2018-19 HIRING PREDICTION

**Number of teachers needed based on last years numbers: 90**

- **Math, Science and SPED Teachers continue to be our toughest positions to fill.**
  - Partnerships with key Organizations
    - Cal-Tech – USC – UCLA – Harvey Mudd – UC Irvine – University of SD – Cal State LA, Cal State Northridge
- **Increase our retention efforts**
  - University Outreach + Internship Agreements
  - Scoot Education (Recruitment Services)
  - International College graduates for Math and Science at selected universities





# SCHEDULE

## Recruitment Schedule

- **We need to source hires at these time(s):**
  - Mid- Fall Semester (October/November)
    - After receiving 30-60-90 day feedback.
    - In preparation of the end of the semester
  - Mid- Spring Semester (Feb-April)
    - Most Education Job Fairs are held late Jan-March

**This is the opportune time to build the talent pool**



# WHY WORK FOR MAGNOLIA?

- **Organizational sponsored benefits programs (100% Employer Paid)**
- **Generous paid time off banks including two floating holidays**
- **Tuition Reimbursement**
- **Professional Development Programs for Teachers, Administrators and support personnel**
- **Robust career development/talent management process**
- **Leadership/admin development programs**
- **Small Class Sizes**
- **401K (Administrative Staff only) and STRS/PERS for Educators**
- **Professional Development**
- **Induction Support (B.T.S.A)**
- **Summer Holdback**
- **Summer Teaching Opportunities**
- **Employee Assistance Program (Montage)**

# #THEMAGNOLIAWAY – OPEN HOUSE(S)



- **Several Open Houses will be held throughout MPS (See Important Dates)**
  - Interested candidates can learn about open positions and employee benefits while working for Magnolia
  - Reaching out to Student teachers and Interns through university partnerships (LACOE and LMU)
  - Meet and greet staff/Opportunity to ask questions
- **Make sure staff and potential staff have a true understanding of what #TheMagnoliaWay means**
  - What sets us apart? What does it mean to work here VS another charter?
- **Presenting our “Value Proposition”**
  - Each employee group (Admin/Teachers/Clerical) at each site will continue to receive a uniform message regarding the work they do, how it fits into the MPS culture and possible development opportunities
  - Our best advertising comes from our internal employees
    - What would YOU say about working for Magnolia?

**A properly executed value proposition will promote positive testimonials in the marketplace.**

# OPPORTUNITIES – RETENTION PROGRAM



- **Create the Baseline**
  - Employee Engagement Survey
- **Aligning our Benefits to be more competitive in the market**
  - Offer Supplemental Benefits (Life insurance/HSA/Flex Spending Accounts, etc.)
- **Enhance Onboarding**
  - Creating a New Hire Booklet
  - Recently added to the PD at the beginning of the year (HR/Finance)



# ROLE OF THE PRINCIPAL

- **What is the expectation of the principal(s)?**
- **Local Sourcing**
  - City Government/Partnerships
- **Interview and Selection**



# WORKFORCE PLANNING

- **Setting our Strategic Direction**
  - Linking MPS mission and vision to site specific annual performance/work activities required to carry out goals and objectives for the future
- **Workforce Analysis (Principal/Regional Director/HR Director)**
  - Determine what our current workforce resources are (Grants/University partnerships, etc) and how they will evolve overtime through turnover, etc.
  - Identifying any gaps between current and projected workforce needs
- **Action Plan Development (Principal/RD/HR Director)**
  - Identify Strategies that will close the gap (Ex: succession planning, training/retraining, full implementation of Paycom system, etc)



# WORKFORCE PLANNING (CONT.)

- **Implementation of Action Plan (RD/Principals)**
  - Ensuring human and fiscal resources are in place via budget
  - Ensuring roles are understood, necessary communication (Benefits information/delegation of duties)
- **Monitoring/Evaluation and Revision**
  - Monitoring progress against milestones and accessing for continuous improvement

**The goal is to effectively manage/leverage our human capital by meeting current and future workforce needs with the “right” talent.**

# RECRUITMENT STRATEGY/PROCESS



- **Constantly align to the business goals**
  - Be proactive (Ex. Closing of Charter High/Apple Academy Charter) in building a pipeline
- **Maximize usage of tools we already have:**
  - Facebook
  - Twitter
  - YouTube
  - Flickr
  - LINKEDin
  - LACOE Internship Program



# RECRUITMENT STRATEGY/PROCESS (CONT.)



## What attracts “Top” talent to MPS?

- **Visibility**
  - Attending recruitment events in and around our cities of operation (See “Important Dates” slide)
- **Partnerships**
  - MPS will continue to use the services of “Teachers-Teachers” , Ed-Surge, Ed-join and “Teachers of Tomorrow”
    - Each partnership offers free access to teacher resumes and offer services to help attract top candidates
- **Benefits (See slide 9)**



# RESOURCES

**Critical Home Office Positions as well as classified site specific positions will continue to be posted via the following:**

- **Ed-Surge**
- **Teachers-Teachers**
- **Ed-Join**
- **Linked-In**
- **Teachers of Tomorrow**
- **University Partnerships**
- **Social Media Platforms**



# IMPORTANT DATES 2017!

- **1/11 – Meeting with teachers from closing Apple Academy to discuss MPS Opportunities (Caprice/Oreeille)**
- **1/27 – Job and Career Fair (Assembly Member Adrin Nazarian) – Van Nuys**
- **2/23 – Teacher Job Fair – Cal Poly Pomona**
- **3/6 – MPS Open House (MSA 3)**
- **3/29 – Non-Profit and Government Job Fair – CSUN**
- **4/12 – Education Expo – CSUN**
- **9/28 – CSUN Non-Profit and Government Job Fair**
- **10/26 – Cal Poly – Fall Job Fair**
- **11/16 - MPS Open House (Home Office)**
- **11/7 – Cal Poly - Graduate and Professional**
- **1/11 – MPS Open House (TBA)**