

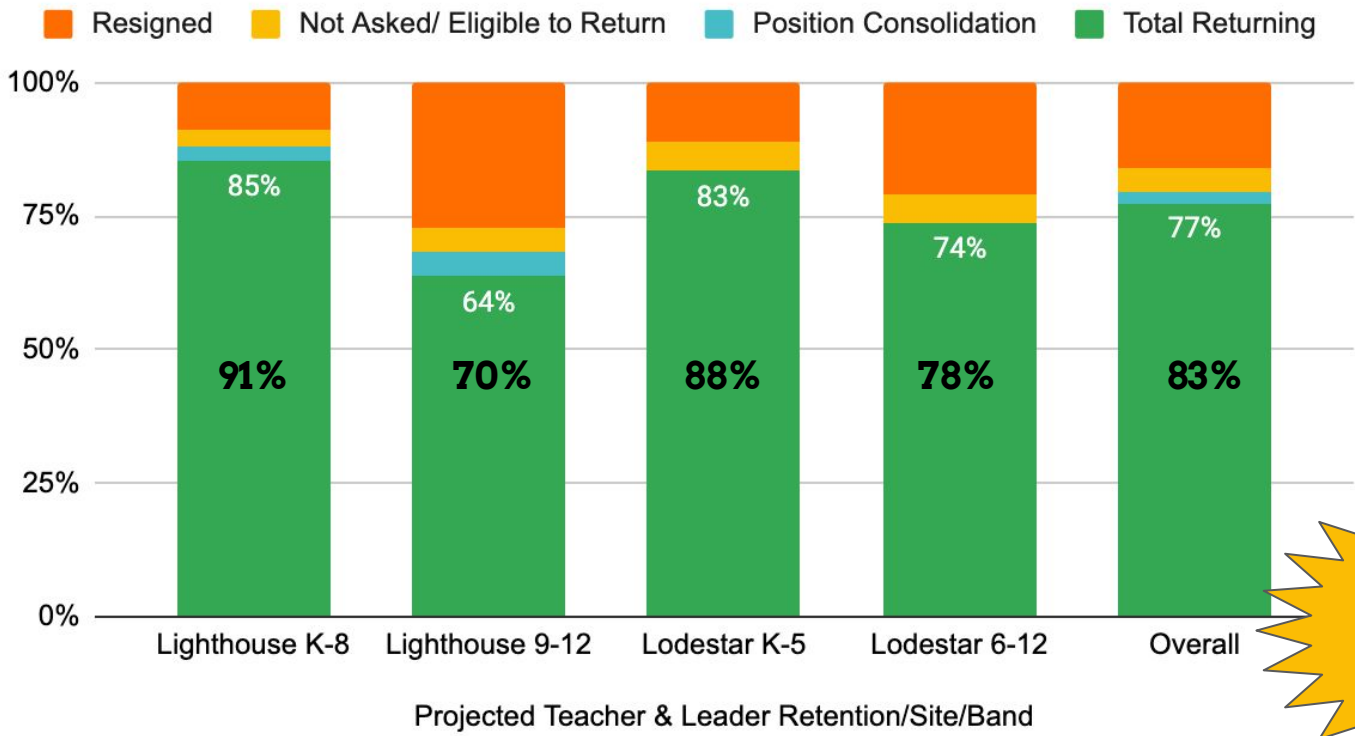
# **LCPS Board: Talent Update**



# LCPS Projected Site-Based Retention as of April 2021



## LCPS Projected Site-Based Teacher & Leader Retention 2021



**100% of Site-based Leaders returning!**



# LCPS 21-22 Hiring Season Current Progress

50% of site-based vacancies/new hires filled by March 30, 2021-Nearly Met



Site/Band	Remaining Vacant Teacher Positions	Remaining Vacant Leader Positions	21-22 Vacant Positions Filled	% Total Positions Filled (Retention + Hiring)	% Vacant Positions Filled (Hiring)
Lighthouse K-8	4	1	6	88%	55%
Lighthouse 9-12	6	0	5	80%	45%
Lodestar K-5	3	0	5	88%	50%
Lodestar 6-12	10	1	8	67%	40%
<b>Overall Site</b>	<b>23</b>	<b>2</b>	<b>24</b>	<b>83%</b>	<b>44%</b>
Central Office	N/A	2+ (4 more min)	0	TBD	0%



# Update on Edgility Talent Study



## Scope of Work Outline & Progress Thus Far

The Edgility team has partnered with the LCPS Talent Team & CEO to complete the following activities:

- Conduct a needs assessment (surveys, focus groups) with staff to surface talent management strengths and challenges and current perspectives on your talent systems;--**Still completing**
- Review all talent systems, tools and processes and provide an analysis of their strengths/weaknesses and recommendations for improvement;--**Nearly complete**
- Analyze your educator recruitment practices, particularly, along with a landscape analysis of best practices for attracting and hiring quality educators in the Bay Area (esp East Bay) market;--**Still completing**
- Align recommendations to CEO and organization-wide priorities for improvement, particularly focusing on actions that will most impact growth in student achievement and academic success. --**Provide by May to CEO/DoT/Talent Team and by June Board meeting to the Board**

**Next Step:** Meeting with CEO, DoT, & Ben to receive status update & review preliminary findings by 4/30

