

# HR Dashboard- Staffing & Recruitment

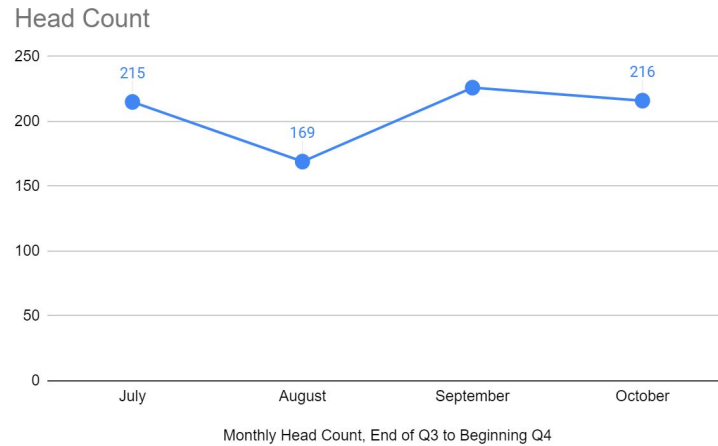
11/1/2022

## Head Count



**216** As of 10/31, Q4

**215** Total in Q3



## Vacancies

**35**

Listed for over 40 days:

**10** SPED

**6** Subs

**1** ESL

**3** BI &

Adjustment

## Absences Rate

**7.7 %** As of 10/31/22



**377** Sick Days

**174** Sick days per 100

**3** Employees on leave

## Employee Separations | Avg. Tenure 2.9 Yrs

Period	Beginning of Q4 (October)	Q3 (July 1-Sept. 30)	Annual, 11/2021 to 11/2022
<b>Terminations</b>			
<i>Voluntary</i>	<b>4</b>	<b>47</b>	<b>88</b>
<i>Involuntary/RIF</i>	<b>0</b>	<b>16</b>	<b>34</b>
<i>Upcoming Voluntary</i>	<b>3</b>		
<b>Turnover Rate</b>	<b>1.9%</b>	<b>3.7%</b>	<b>51.7%</b>

## Leadership Updates

### Title Change:

Interim Deputy Director → *Chief Academic Officer*

### Adding:

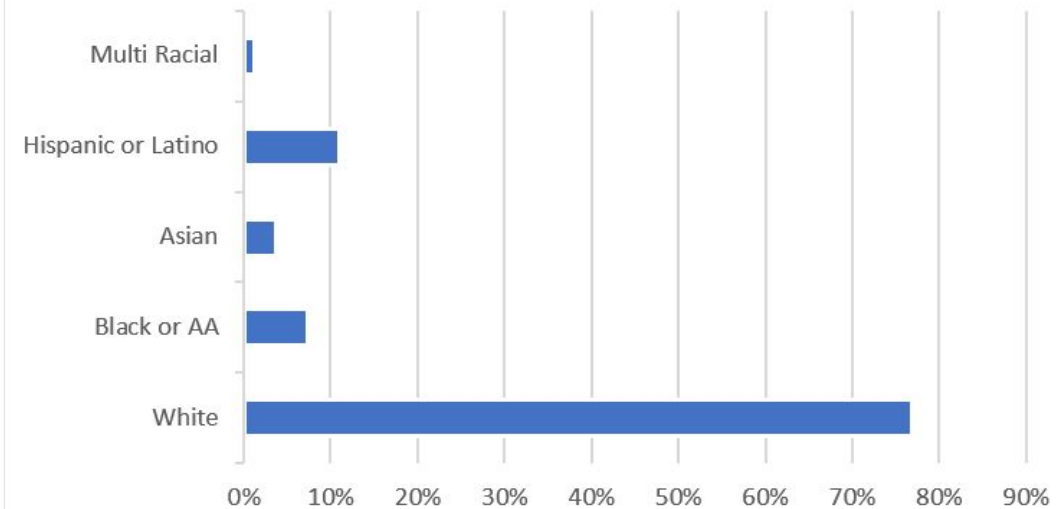
Curriculum Coordinator Role

### Departure:

Director of Student Services

## DE&I Stats

Employees by Race/Ethnicity



**28**

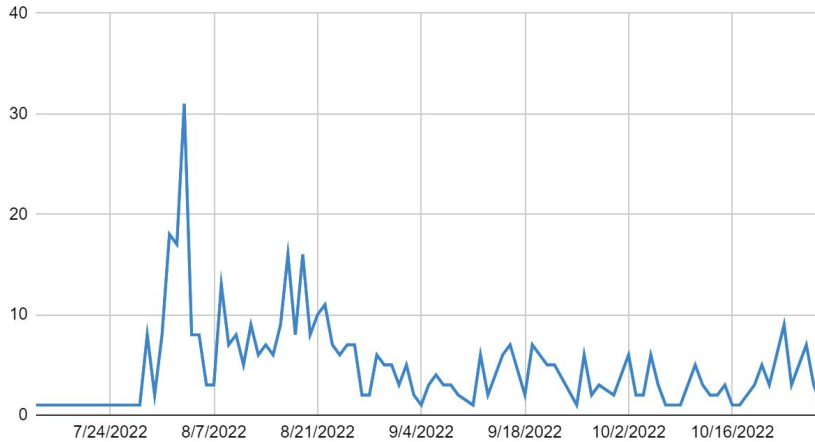
Staff over age 58

**74%**

Women

## Applicant Data

Applicant Activity Q3-Early Q4



**463** Applicants  
Q3-early Q4

**82**  
in early Q4

**5** Avg  
applicants/day

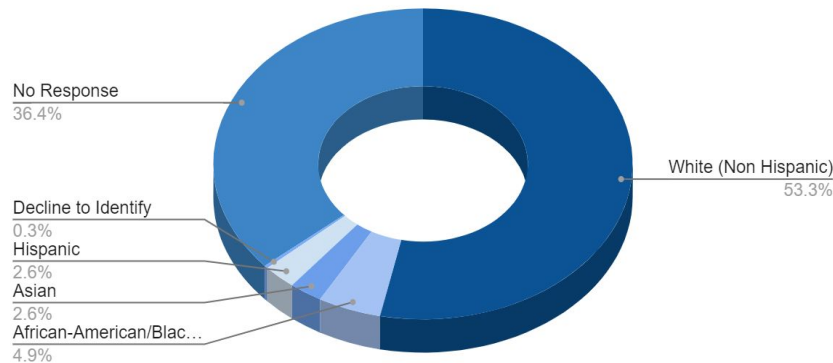
**17** New hires  
since the start  
of school

**2+** in progress  
as of 11/1

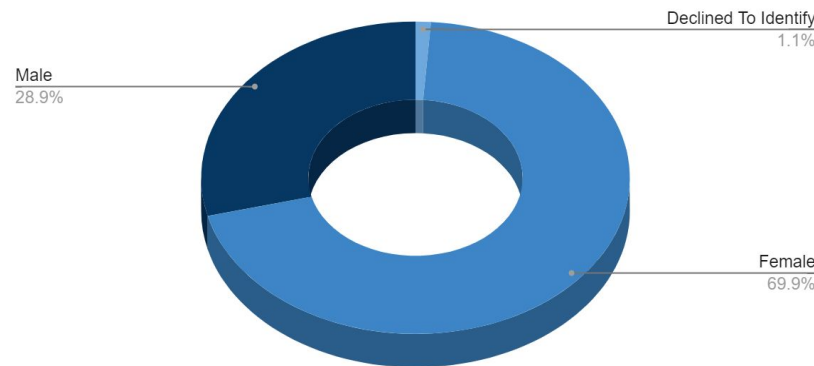
### All Candidate Sources

SchoolSpring	65.49%
LinkedIn	1.76%
Internet Search	2.42%
Internal Candidate	0.88%
Indeed	20.66%
Parent/guardian	1.76%
Glassdoor	0.66%
Employee Referral	6.37%

Applicants by Race & Ethnicity



Applicants by Gender



### ES Principal Hiring Update

- 12** Qualified candidates, 1 internal
- 9** Phone screenings in late mid-Oct.
- 4** Invited for in-person interviews in Nov.
- 7** Hiring committee members from staff

**21%** Applicants hired are BIPOC, **28%** refuse to self-identify  
**78%** Applicants hired are women

### Retention & Engagement "Tiny Tilts"

Launched HR Newsletter  
District Improvement Committee