

# HR Dashboard- Staffing & Recruitment

1/4/2023

## Head Count

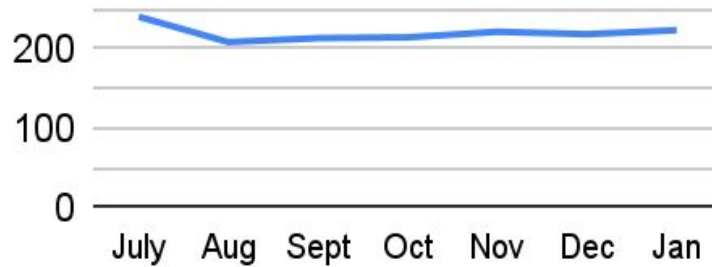


**218\*** ↓

As of 12/31/22

Total already increasing in Jan 2023  
Does not include **19 per-diem subs**

### Head Count



Monthly Ending Head Count SY223-23

## Absences Rate ↑

(Employee Engagement Indicator)



**4.92%** as of 12/31/22

**383** Sick Days

Per 100 employees

## Current Vacancies

**32**

District K-12	7
Elementary	14
Middle School	9
High School	2

Additional vacancy details attached.

## Employee Separations | Avg. Tenure 2.79 Yrs\*

Period	Q4 to date	Q3	*Includes outlier staff with 15+ years
<b>Terminations</b>			
<i>Voluntary</i>	14	47	
<i>Involuntary/RIF</i>	NA	16	
<i>Upcoming Voluntary</i>	3		
<b>Turnover Rate</b>	6.5%	3.7%	

## New Hire Survey Results Preview

December 15-22, 2022

14 responses

- Most respondents felt that the pre-hire process was smooth and feel welcomed at FRCS.
- However, some respondents did not feel like the School were fully “ready” for them on their first day.
- There’s room for improvement in terms of consistently ensuring every person that starts has the information, tools, and access they need right when they start.
- Some respondents do not feel adequately supported, mainly reporting lacking communication or training about resources and tools, systems, and, in some cases, policies and procedures for things as simple as calling out or knowing who to go to.
- Most respondents reported job satisfaction overall.
- Respondents provided valuable feedback and suggestions to improve new hire support going forward. More to come!

A full report and analysis on this will be provided in February.

## Recent Hires since 12/1/22

- 
-