

December 2022
HR new hire
survey results



Overall response rate
was low at 26%

A minimum of 30% is "good"; 50% or more is "excellent".

Majority of respondents
were hired after
orientation "O" week.

Positive (keep doing)

Offer-to-hire process 5

The job-offer-to-hire process and navigating TalentEd and onboarding documents was smooth.

Initial HR onboarding & orientation 5

HR staff responsive to questions and needs. Received adequate information on policies, procedures, benefits, etc.

General onboarding+ 5

Managers were present and supportive, most staff felt they have the tools they need to do their jobs well.

General Workplace 5

Positive job satisfaction/job meets expectations, understanding of what is expected in the role, connection to mission/purpose.

We could do better...

Onboarding

- More **consistency** providing written onboarding steps & plans across teams & **clear sense of what to expect on first day and week**
- Orientation & training for new hires after August Orientation Week including **tour, intro to colleagues, systems overviews**
- Access to systems and procedures training (Harper's, School Brains, handbooks, etc.) and resources
- **Classroom & behavior management** training and support especially for new teachers
- More **realistic job previews** and job transparency
- **ALL new staff must feel welcomed** and that we are ready for them on their first day

"When first starting it was difficult to know who to speak to about what."

"Having to figure everything out for myself."

"We kind of throw people into positions..."

93% felt welcomed overall, but not all.

What's Next: Reviewing our protocols

Collect additional **feedback from hiring managers**, leadership team and staff to inform next steps.

Collaborate with Ops Team, Teaching and Learning Team, and hiring managers to identify steps for **streamlining and strengthening onboarding**.

Building capacity on HR team to provide **more dedicated support to hiring managers** including facilitating **onboarding** for new staff.

*Data presented is the mode of responses for grouped categories using a likert scale.

+pass/fail rating where yes is given a score of 5 and no a score of 1. The mode is reported.

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Open-ended responses

What is the biggest challenge you've faced so far, if any?

"Staffing issues have impacted teacher's ability to plan and grow as educators when being pulled to cover classes. Lack of curriculum materials for some departments."

"Not having all the tools do to the job successfully."

What do you wish you knew before starting your job?

"I wish I knew that certain things were not already in place, and or currently being worked towards."

"How hard it would be."

What should we consider changing about the orientation process to improve a new hire's experience?

"...make sure that new staff who is onboarded after a scheduled orientation, still have orientation and tour the school buildings."

"how to navigate school brains, staplers, etc..."

Are there any topics you feel would be beneficial for new staff to hear about during their orientation and onboarding?

"A full list of resources and logins that they can/will use on the daily [school brains, [handbooks], employee forward]"