

# HR Dashboard- Staffing & Recruitment

5/3/23

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## Head Count



257\* ↑

As of 4/28/23

\*Based on most recent payroll period. Includes per diem sub pool.

## Absences Rate ↓

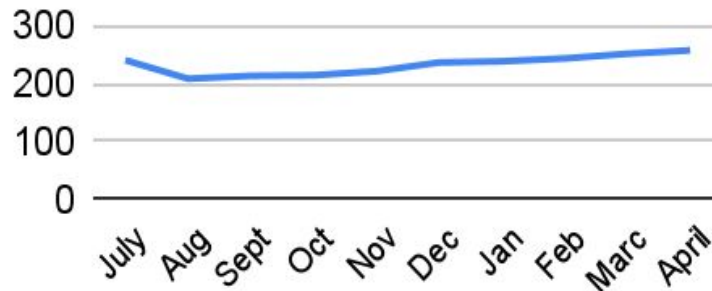
(Employee Engagement Indicator)



4.27% as of 4/30/23

Based on current headcount.

## Head Count



Monthly Ending Head Count SY22-23

## Current Vacancies

5\* ↓

\*Number of job ads posted.  
Includes multiple rolling talent pools.

Please see additional vacancy details for SY 22-23 and SY 23-24 attached.



## Pulse Survey Summary 4/24/23

### Building Leadership

- Approx. 78% report that building leaders/principals set a positive tone for school culture, have the best interest of their school in mind, are supportive of them as individuals, and are likely to help them through challenges.
- Significant positive reception for the new ES principal and ES leadership team!

### Executive Leadership

- 67% report that the ELT is setting a positive tone for the district
- 51% are confident that the ELT has the district's best interests in mind
- Concerns about leadership staffing and stability and communication remain, although some report some improvement

### Overall

- 52% were more hopeful about the future as a result of share values work
- 52% responded that they were excited at work in the last month
- Increasing employee engagement, well-being and motivation w/ new strategies is critical

eNPS- Increased eNPS response by approx. 20%

## Recent Hires

6

Since last update on 4/5/23 status as of 5/3/23

- 1 Elementary School Admin Asst. (to support internal move)
- 1 Behavior Interventionist Sub
- 1 HS Math Teacher (to cover a recent departure)
- 1 Food Service Assistant
- 2 District-wide per diem substitutes

\*Student teachers have served in the HS and ES last winter and this spring.

## Employee Separations | Avg. Tenure 2.8 Yrs\*

\*Includes outlier staff with 15+ years.

Period	Apr-Jun	Jan-Mar '23	Oct-Dec	Jul-Sept '22	+ Separations due to upcoming retirement, relocation or career change  Voluntary count Q2-3 includes 2 of the same employees leaving in June,.
<b>Separations</b>					
Voluntary	3	1	2	14	
Involuntary/RIF	NA	NA	NA	NA	
Upcoming Voluntary	3+	4+	2	1	
<b>Turnover Rate to Date</b>	1.18%	0.41%	0.89%	6.5%	