

Committee: Personnel

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I Existing Conditions

A Personnel Policies

How it works well

Provide good "procedural basis"

Recommended Improvements

Improve policy focuses and definitions of "best candidates"

B Personnel Needs Assessments

How it works well

Are dynamic and not static

Recommended Improvements

When needs are obvious abbreviate assessment process

C Recruitment, Selection & Appointment

How it works well

Our district attracts quality candidates for various reasons

Recommended Improvements

Take more proactive approach

D Personnel Evaluations

How it works well

Unsure

Recommended Improvements

Review evaluation process for all employee categories

II Immediate Projects

A Area of Improvement

Improve definition of "most qualified" teaching candidates

Solution

Modify policy

Value to District

Making it clearer that our process is not over-reliant on numbers such as GPA

Putting equal emphasis on personal traits such as: teaching skills, communication skills, passion for teaching, leadership qualities sense of fairness,

Teaching skills

Communication skills

Passion for teaching

Leadership skills

These will help put more quality candidates in front of the administration for consideration

B Area of Improvement

Hire more teachers that coach

Solution

Modify policy

Value to District

Hiring high quality teacher/coaches will add opportunities for learning for a growing segment of the student body.

Increasing the number of teacher/coaches will give more programs consistency and success by

reducing turnover with non teacher/coaches.

Enhance the students understanding and ability to apply concepts of leadership, teamwork and accomplishment.

C Area of Improvement

Increase administrative support in Athletic Dept

Solution

Add part time secretary

Add part time employee (equipment manager)

Value to District

With increased interest, participation and growth of athletic programs,

Insure student safety, and improve return on investment in equipment.

D Area of Improvement

Para professional assistance at Pleasant Valley Elementary

Solution

Add full time para professional at Pleasant Valley Elementary

Value to District

This will better serve the needs of our students in the district and protect the school district from potential issues

E Area of Improvement

Streamline hiring process for teachers

Solution

Start process earlier

Begin process when retirements are known

Value to District

Gives district increased opportunity for high quality candidates.

Improves district's ability to hire high quality faculty and have them in place at the beginning of the school year.

III Short Range

A Area of Improvement

Adopt site-based substitute teachers program

Solution

Assessment, implementation

Value to District

Consistency and better quality of instruction when substitutes are utilized.

May also aid in evaluating and in turn hiring full time teachers from the substitute teacher ranks

B Area of Improvement

Increase full time para professional staff

Solution

Assessment, implementation

Value to District

This will better serve the needs of our students in the district and protect the school district from potential issues

C Area of Improvement

Add a full time "Floating Special Education Specialist"

Solution

Assessment, implementation

Value to District

Provide added availability of services for our students in need, district wide

D Area of Improvement

Add an on-site full time Athletic Trainer

Solution

Assessment, implementation

Value to District

Will increase level of service and safety for student athletes

Add depth for students with interest in health related fields by serving as a practical role model

E Area of Improvement

Athletic coaching needs assessment

Solution

Assessment, implementation

Value to District

9th grade coaching positions related to growing need

IV Long Range

A Area of Improvement

Continue spirit of continual improvement in all aspects of personnel

Continue practice of continual needs assessments

Guard against burdensomeness procedure and policy

Keep processes streamlined and effective without sacrificing quality

Remain a desirable destination for high quality personnel by staying competitive

Once implemented, continue regular review program and refinement

Personnel

