

INCREASE THE PERCENTAGE OF HIGH-PERFORMING RECRUITED INSTRUCTIONAL CANDIDATES

September 11, 2020

Background:

Yearly the HRD performs an environmental scan and SWOT analysis to set/reconfirm/revise strategic priorities. The SWOT analysis incorporates feedback from division partners and stakeholders. The HRD reconfirmed as a strategic priority that it must not only recruit instructional staff to ensure a fully staffed district, but to increase student achievement the HRD must increase the percentage of high-performing recruited instructional staff.

Refer to Data Point Definitions for an explanation of the data.

Data:

Increase placement rate of recruited candidates

Placement rate of recruited candidates

	Baseline	2015-16	2016-17	2017-18	2018-19	2019-20	Target
OCPS	73%	76%	74%	77%	84%	80%	90%

Data Source: e-Recruiting/SAP

Increase the percentage of recruited teachers that receive an instructional practice score of 3.0 or higher

Percentage of recruited teachers with a 3.0 or Higher

	Baseline	2015-16	2016-17	2017-18	2018-19	2019-20	Target
OCPS	64%	64.5%	72.5%	81.2%	78.1%	‡	70%

Data Source: SAP

‡ Evaluations suspended due to COVID-19 pandemic

Data Point Definitions:

Placement Rate	<p>What is Placement Rate? Placement Rate is the percentage of recruited candidates that are placed into an instructional position within Orange County Public Schools.</p>
Recruited Candidate	<p>What is a Recruited Candidate? A Recruited Candidate is a candidate for employment within Orange County Public Schools that was directly recruited from our Talent Acquisition and Compliance Department.</p>
Instructional Practice Score	<p>What is an Instructional Practice Score? An Instructional Practice Score is used in the performance evaluation of instructional personnel.</p>

**Human Resources and Executive Services
Business Plan
2015 – 2020**

Goal: Intense Focus on Student Achievement	Division Priority: Increase the percentage of high-performing instructional candidates				
Current Condition					
Yearly the HRD performs an environmental scan and SWOT analysis to set/reconfirm/revise strategic priorities. The SWOT analysis incorporates feedback from division partners and stakeholders. The HRD reconfirmed as a strategic priority that it must not only recruit instructional staff to ensure a fully staffed district, but to increase student achievement the HRD must increase the percentage of high-performing recruited instructional staff.					
Theory of Action					
The HRD has developed short and long term action plans to achieve the desired outcomes listed below.					
Measurable Objectives					
	Baseline 2014 – 2015	Midpoint (3 Year) 2017 – 2018		Target (5 Year) 2019 – 2020	
	Actual	Target	Actual	Target	Actual
1. Increase placement rate of recruited candidates.	73%	85%	77%	90%	80%
2. Increase the percentage of recruited teachers who receive an instructional practice score of 3.0 or higher.	64% (87% 2.5 or higher)	66%	81.2%	70%	‡

❖ Represents BROAD strategies

‡ Evaluations suspended due to COVID-19 pandemic

**Human Resources and Executive Services
Business Plan
2015 – 2020**

Year	Strategies	Owner
2015 – 2020	1. Increase placement rates from recruiting events and focus recruitment efforts at high yield locations/events. ❖ (HR-1) <ul style="list-style-type: none"> a. Increase recruitment/marketing at Florida colleges and universities. b. Increase recruitment/marketing nationally to take advantage of teacher surpluses. 	Chief of Staff
2015 – 2020	2. Analyze supplements and incentives. ❖ (HR-2) <ul style="list-style-type: none"> a. 2016-17 TIF Stem Bonus b. Develop and implement a sign-on bonus program to help staff hard to fill positions at targeted schools or areas with a shortage of qualified teachers. c. Paid Internships d. Relocation reimbursement 	Chief of Staff
2015 – 2020	3. Increase touch points with OCPS interns before, during and after internship. <ul style="list-style-type: none"> a. Early contact with education majors b. Initiate Junior Intern Orientations c. Professional development opportunities d. Letters of intent prior to end of internship e. Engage current OCPS teachers that were former interns as OCPS ambassadors 	Chief of Staff
2015 – 2020	4. Develop and implement an aggressive/ comprehensive marketing campaign to include: <ul style="list-style-type: none"> a. Media spots b. Marketing collateral c. Advertisement (airports, buses, university newspapers) 	Chief of Staff
2015 – 2020	5. Increase early onboarding. ❖ (HR-1) <ul style="list-style-type: none"> a. Relocation Assistance - Develop a network of resources (housing, personal interest, relocation, etc.) b. Increase touch points c. Utilize existing employees (alumni) 	Chief of Staff
2015 – 2020	6. Analyze trends related to teacher evaluations scores: <ul style="list-style-type: none"> a. Increase professional development opportunities during internships/pre-service b. Work with site location supervisors to standardize onboarding c. 2016-2017 – implement predictive screening tool to identify high performance 	Chief of Staff

❖ Represents BROAD strategies

‡ Evaluations suspended due to COVID-19 pandemic