

AADUSD Human Resources

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Services, and Education

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Functions of Human Resources

Recruiting, Hiring, and
Retaining Talent

Performance
Management

Bargaining with Labor
Associations

Professional
Development

Employee Relations

Labor Law
Compliance

Onboarding

Credential Analytics

Universal Complaints

Staffing (Excluding Subs, Coaches, and Pending)

Current Staffing

63 certificated and 84 classified

Positions Filled Since June

47 - 18 certificated and 29 classified

Current Vacancies

6

Pre-Recruitment

Manager Submits a PR Request



PR is approved by Cabinet

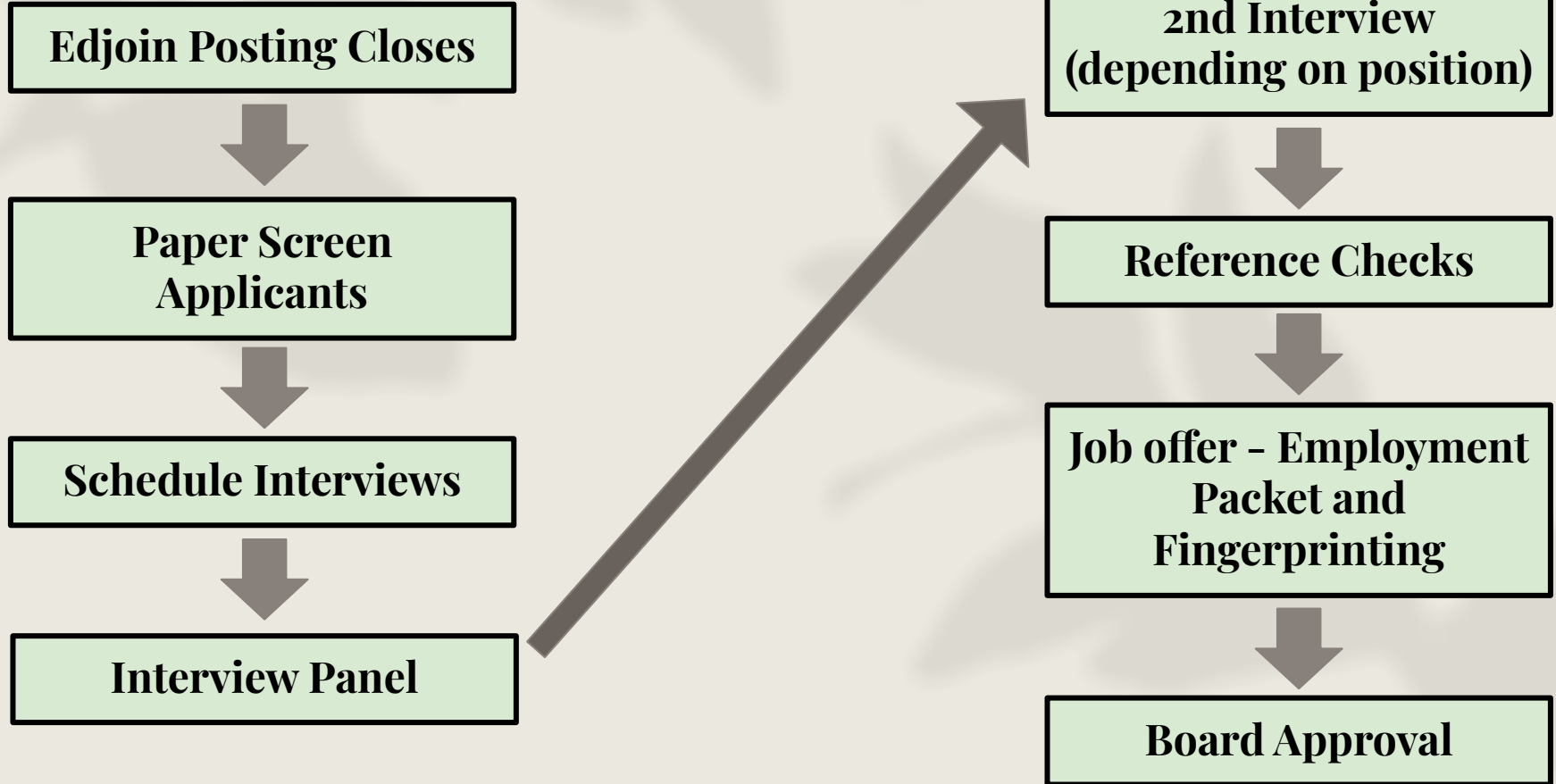


Human Resources verifies job description and requirements



Job Posted to Edjoin

Selection



What Can Delay the Hiring Process?

- PR not submitted in a timely manner
- Limited applicant pool
- Incomplete applications
- Panel Availability
- Employment Packet not submitted in a timely manner
- Credential/Licenses
- Fingerprinting delays
- Unresponsive References
- Release from existing contracts
- Candidates that resign before starting
- Board Meeting Schedule

Recruiting Efforts

- Job Fairs (Both Virtual and In-Person)
- District Supported Induction
- Contacting University Career Centers seeking prospective interns and graduates
- Intern Agreements
 - Cal State Northridge
 - UMass
 - Concordia
 - Western Governors
 - Pepperdine
- Working to Establish “Bridge to Intern Program”

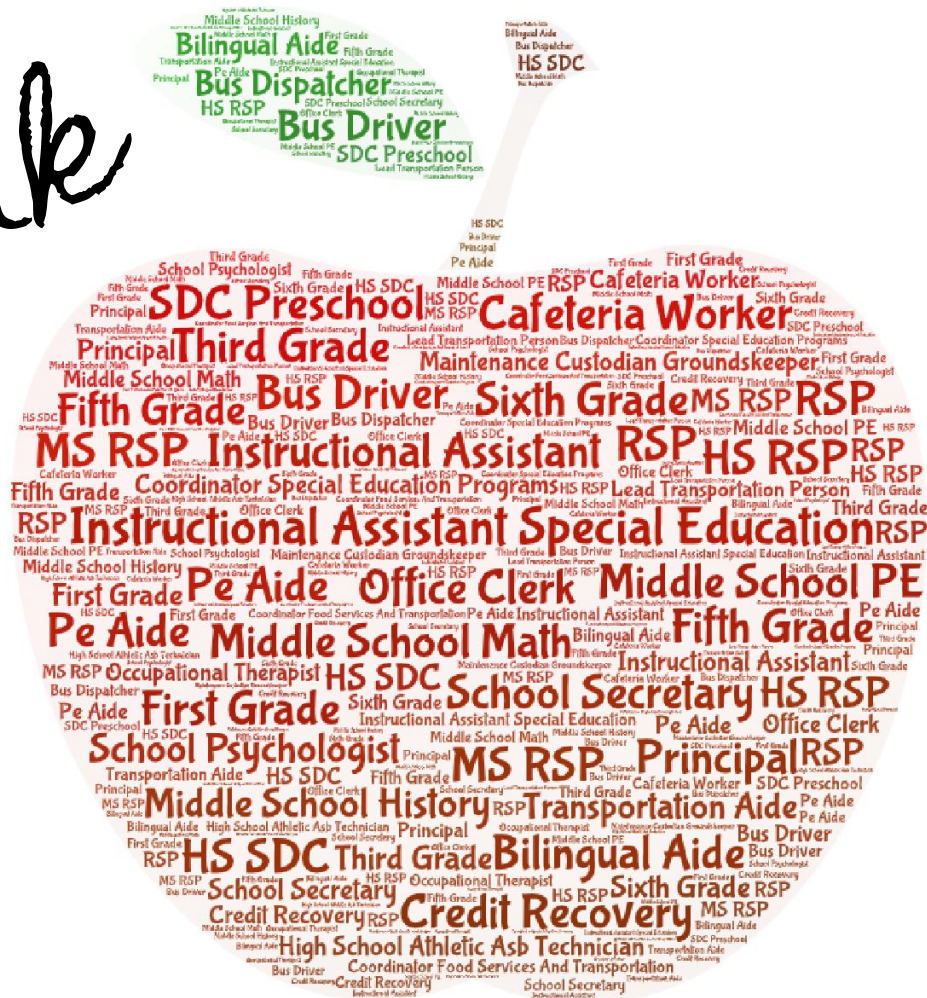
Goal A -Employee Best Practices for Staff Recruitment and Retention

- Effort to plan and host a local job fair event
- Research additional post-covid recruiting options
- Support staff in optimizing the learning environment
- Developing protocols to support an environment that fosters, recognizes, and celebrates best practices.
- Implement measures to empower and respect staff voices when addressing staff needs
- Continue to promote staff input and self-directed professional development
- Study and address disparities in retention outcomes

Goal B - Make knowledge and resources are easily available to current and prospective employees

- update and modernize Human Resources website to increase access to available HR services, resources, and information
- modernize onboarding
- review and update Human Resources related paperwork
- improve processes to maximize efficiency of administrative and programmatic operations.

Thank



You!