

NCSD HR Department-2025-2026 Superintendent Evaluation Back-up

I. Strategic Recruitment & Talent Acquisition

- Focuses on bringing the right people in and building future pipelines.
 - Targeted Talent Acquisition: Synchronized recruitment efforts with specific regional and educational events to better reach qualified candidates.
 - Operational Excellence: Systematically auditing hiring workflows, job descriptions, and employment applications to ensure recruitment efficiency.
 - Strategic Talent Pipelines: Expanding "Grow-Your-Own" partnerships with higher education institutions to facilitate internal advancement.
 - Clinical Partnership Pipeline: Consistent placement opportunities for student observers, student teachers, and interns, backed by dedicated mentor-employees.

II. Onboarding & Professional Growth

- Focuses on the transition from "new hire" to "valued employee."
 - Optimized Onboarding: Refined orientation processes for both faculty and staff to ensure a seamless transition.
 - Professional Development: Executing department-specific training across all classifications (BOT Goal #3) and maintaining specialized certifications for various roles.
 - Culture & Recognition: Modernizing employee appreciation through an annual awards program and a district-wide digital recognition tool.

III. Labor Relations & Regulatory Compliance

- Focuses on the legal and relational frameworks of the district.
 - Labor Relations: Cultivating collaborative partnerships through monthly leadership meetings with bargaining units; successfully secured two-year contracts across all three bargaining units (NCASA, NCCTA, NCSSO).
 - Legislative & Fiscal Compliance: Secured PERS-CLS designations for critical labor shortages and managing specific incentive programs (SB500, AB398, employee referral, and early retirement).
 - Policy Governance: Conducting comprehensive reviews of Personnel Policies and the Drug and Alcohol Testing Handbook to ensure regulatory alignment.

IV. Performance & Accountability Standards

- Focuses on maintaining high standards and addressing challenges.
 - Operational Standards & Personnel Support: Established a formal, multi-step Employee Absenteeism Intervention and Disciplinary Process to ensure fair and consistent attendance management.
 - Performance Intervention & Compliance: Standardized the process for addressing below-standard employee performance through the FRISK documentation model, ensuring constructive feedback and progressive intervention.