

Human Resources Department Update: Strengthening People, Systems, and Student Outcomes

To: Beaverton School Board of Directors
From: Department of Human Resources
Date: April 6, 2026

Strategic Alignment: The “Why” Behind Our Work

The Human Resources Department serves as foundational support for the district’s **2023 Strategic Plan: Belong, Believe, Achieve**. We believe student success is directly connected to the stability and wellness of the adults in our buildings.

The 2025–26 academic year reflects a period of stability and strategic growth for Beaverton School District. Retention is strong (averaging **94%** for administrators and licensed staff), and focused recruitment under Equity & Belonging has strengthened representation in leadership, with **56%** of new administrator hires identifying as diverse.

Our work aligns to district priorities in four key ways:

- **Student Success:** Providing a consistent learning environment by reducing staff turnover and vacancies.

Staff retention

Measure	Administrators	Licensed	Classified
Staff retention 2025–26	94% (9 new)	94% (156 new)	91% (210 new)
Five-year average	91%	91%	83%

Belong. Believe. Achieve.

Beaverton School District does not discriminate in any programs or activities on any basis protected by law, including but not limited to, an individual's actual or perceived race, color, religion, sex, sexual orientation, gender identity, gender expression, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, veteran status, or because of a perceived or actual association with any other persons within these protected classes.

- **Equity & Belonging:** Implementing standardized HR practices to eliminate “pockets” of inconsistency. This supports the **Belonging and Dignity** value.

Diverse new hires

Measure	Administrators	Licensed	Classified
Diverse new hires 2025–26	56%	33%	38%
Five-year average	36%	27%	40%

- **Operational Excellence:** Reducing organizational risk through predictable, documented systems.
- **Trust & Transparency:** Enhancing shared understanding between the district and labor partners.

Investing in Leaders: Targeted HR Professional Learning

Our strategic goal is to move HR expertise closer to students by empowering building-level leaders.

- **Investigations & Due Process:** Training leaders on timelines and documentation to protect procedural integrity.
 - Legal and Healthy Documentation Practices with Empathy Drive Leadership
 - Conducting Investigations with Brian Hungerford
 - Classified and Certified Employee Evaluations and Supervisions
 - Mandatory Reporting Procedures
 - Social Media Best Practices
- **Supportive Evaluations:** Shifting the culture from “compliance” to “growth” (the **Academic Excellence** value).
- **Empathy-Informed Leadership:** Equipping leaders to navigate high-stakes conversations while maintaining psychological safety.

Efficiency & Operational Excellence: Modernizing Our Systems

Operational excellence focuses on designing systems that reduce friction and free HR capacity.

We are transitioning from legacy paperwork to agile, digital workflows to increase transparency and efficiency.

- **ERP Workflow Automation:** Streamlining the hiring-to-onboarding pipeline.
- **Digital Personnel Files:** 85% of historical records have been digitized as of March 2026.

Belong. Believe. Achieve.

- **Automated Leave Tracking:** Reducing administrative burden on school secretaries.

Recognition & Culture Building: The BSD Achievers Awards

Recognition is a core retention strategy.

- **Celebrating Excellence:** Honoring both licensed and classified staff across all departments. Honoring professionalism, innovation, and genuine care.
 - **Spotlight: BSD Achievers:** Our recognition program continues to thrive. This year, we received **202 nominations** from across the district, resulting in **23 awards** given to staff who embody the “Belong, Believe, Achieve” spirit. [Use this link](#) to view our BSD Achiever Videos.

Future Outlook: Sustaining Momentum for 2026–27

As we look toward the next academic year, the Human Resources Department is committed to evolving from “modernizing systems” to “optimizing the employee experience.” Our strategic focus will center on three key pillars:

- **Targeted Retention Initiatives:** While our current retention rates (93.5% for licensed staff) are strong, we will focus on exploring why staff choose to leave BSD by implementing “stay interviews.” This initiative aims to identify and address the specific needs of early-career educators before they reach the traditional 5-year turnover window.
- **Expansion of the BIPOC Leadership Pipeline:** Building on our success in hiring (34% BIPOC new hires), HR will continue to partner with Teaching & Learning to enhance the “Leading Forward” mentorship program. This will provide clear pathways for our diverse staff to transition into administrative and specialized leadership roles.
- **Staff Wellness & the “Standard of Care”:** We will expand our “Standard of Care” training to include a focus on secondary trauma and staff burnout. By prioritizing the mental health of our workforce, we directly support the “Belong” promise of the district’s strategic plan.