

Ector County ISD Human Resources Department
HR Strategies to Address Staffing Needs - Retention and Recruitment

HR Initiative or Engagement	Brief Description
2+1 TechTeach	A intensive teacher education program designed to prepare teaching candidates (w/ associate degrees) for the classroom after 1 year of classroom experience and the completion of their coursework
Applicant Tracking	TalentED Recruit and Hire was selected to host our application hosting process and applicant tracking. This will eliminate many of the concerns we experienced with applications and tracking in our current system. The system will also help increase our recruitment efforts.
Compensation - Combine Retention Incentive with salary	HR assisted in determining appropriateness of rolling retention incentive into salary
Compensation - TASB Salary Study	TASB will examine district pay systems, practices, and develop strategies and implementation plans to achieve district goals including employee base pay
Compensation - TRE Salary Increases	HR helped determine benefits of TRE elections on potential salary increase on retention and recruitment
Grant Opportunities - Grant Writer	HR helped to identify a dedicated grant writer for the district
Grant Opportunities - Grants	Applied for 2 grants - (1) 2019-2020 Principal Preparation Grant Program, Cycle 2, (2) 2019-2021 Grow Your Own Grant Program, Cycle 2
Housing - General	HR leaders share housing leads with our property manager
Housing - General	HR team works with UTPB to place incoming single teachers in available dorm spaces for short periods of time for a modest cost
Housing - General	HR team works with the Permian Strategic Partnership to help identify solutions to our current housing concerns
Housing - General	HR team works with property manager to fully utilize both District properties
International Teacher Recruitment	HR seeks certified and certifiable teachers from Spain, Mexico, Puerto Rico, India, and other countries
Recruitment - Alternative Certification Programs	HR works closely with ACPs to recruit including: ECAP, iTeach Texas, Region 4, Region 18, UTPB, and Web Centric
Recruitment - Higher Education	HR utilizes data to focus college visits to increase yield will reduce expenditures
Recruitment - Hosting Job Fairs	HR will continue to host both a teacher and an auxiliary Job Fair in the spring
Recruitment - Traditional Certification	HR works with Institutions of Higher Education to certify teachers, including Texas Tech, UTPB, and West Texas A&M
Recruitment - University Partnerships	We are developing a network of colleges and university contacts and will utilize that pipeline to increase our reach for teacher and professional candidates. We will also explore early commitments. We will also seek to hire student teachers before they begin student teaching.
Retention - 1st Year/New Employee Surveys	HR is worked with Instructional Technology to add the survey and will utilize the data to adjust efforts to improve services and ultimately culture
Retention - General	HR is working to strengthen our focus on employee support
Retention - Mentoring	We are preparing to engage with Professional Development to support mentoring because of the importance on employee success on retention
Retention- Exit Surveys	HR worked with Instructional Technology to add the survey and utilize the data to adjust efforts to improve services and ultimately culture
Substitute Services	We increased sub training dates, increased available subs, long-term subs, and positively addressed culture, encouraging subs to accept more days
TNTP	TNTP and ECISD partnered to create a teacher certification to recruit, train, and certify approximately 70 teachers over two cohorts 6/2019 & 8/2019
Training - HCLE	HR Leaders not certified will seek certification in HCLE following training to support our transition to a strategic organization
Transactional to Strategic Mindset Shift	We are engaged in a shift in our thinking as we work within the district framework to plan strategically to address our goals