



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education

From: Dr. Sharon Williams, Superintendent
Cabinet Champion: Dr. Dominique Moore, Assistant Superintendent of HR

Date: December 10, 2024

Re: Recommendation for Human Resources Review - Illinois Association of School Personnel Administrators

The purpose of this review is to evaluate the effectiveness, efficiency, and compliance of the Rock Island -Milan School District #41 Human Resources (HR) operations. A comprehensive review through the Illinois Association of School Personnel Administrators (IASPA) could provide valuable insights into areas where improvements could be made, ensuring that our HR department is aligned with best practices, legal requirements, and can meet the evolving needs of our stakeholders.

The scope of the proposed review would evaluate the department's alignment with the Human Capital Leaders in Education (HCLE) standards for PK-12 education organizations. These standards define the core human capital domains for practice which include Strategy, Process Management, Risk Management, Experience Management, Talent Acquisition (Planning & Preparation, Recruitment, and Hiring), Talent Development (Orientation & Onboarding, Performance Management and Training & Development), and Total Rewards (Compensation & Benefits, Work-life Integration, and Career Management).

It is recommended that the Board of Education approve the IASPA Human Resources Review Services Agreement.

Investment Period: December 2024 - March 2024
Total Investment: \$12,500
Funding Source: Federal Funds/District Funds (Human Resources)