



FORT  SMITH

PUBLIC SCHOOLS

Believe. Belong. Become.

Human Resources Update

Board Presentation

February 27, 2023

Collaboration



- **Arkansas Association of School Personnel Administrators (ArkASPA)**
- **Human Capital Leaders Certification (HCLC)**
- **Urban School Human Capital Academy (USHCA)**
- **Society for Human Resource Management (SHRM)**





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Director of Human Resources

Staffing Statistics



New Hires

- Certified - 120
- Classified - 173
- Substitutes - 176

Staff Totals

- Full Time Certified Staff - 1119
- Full Time Classified Staff - 865
- Substitutes - 405
- Hourly - 108

2,497

Current statistics for the 2022-2023 school year.

Staffing Statistics



- National Board Certified Teachers - 96
- Advanced degrees - 53% - 600
- Avg Teaching Exp - 13 years
- Retention Data
 - 2021-22 - Certified Staff 87.9%
 - 2022-23 - Certified Staff 95.1%*

 - 2021-22 - Classified Staff 75.2%
 - 2022-23 - Classified Staff 87.1%*

**Current statistics for the 2022-2023 school year.*

Recruitment Strategies



Effective Hiring Practices

Processes to ensure we attract and retain the best employees for our students



Apprentice Program Expansion

Year-long, paid internship program designed to support future educators by providing job-embedded coursework



Grow Your Own Program

Arkansas Teacher Residency Model targets high school students and paraprofessionals interested in the education field.

Retention Strategies



Effective Onboarding

Ongoing resources and support to ensure all employees have the tools and training needed during their first year and beyond



Aspiring Leaders' Institute

Leadership development designed to build and equip future leaders within our organization



Exit Surveys

Used to collect information from employees who have willingly left an organization



Retention Strategies



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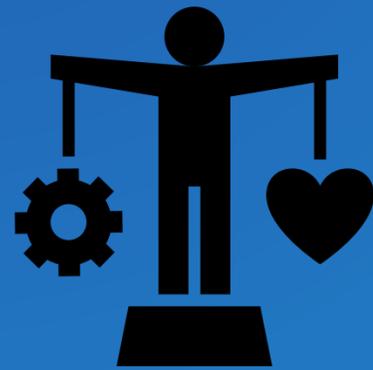


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Retention Strategies

Next Steps



Focus on Wellness and Work-Life Balance

Carving out appropriate times for professional and personal life.



Stay Interviews

Leaders have conversations or interviews with every person they hope will stay on their team.



Engagement Surveys

Reveal a great deal of information about employee perceptions that leaders can use to improve the workplace.



Comments or Questions