

REPORT ITEM: HUMAN CAPITAL ANNUAL REPORT

BACKGROUND INFORMATION:

By most estimates, much of a school district's budget is devoted to salaries and benefits. Considering such substantial district expenditure, how leaders identify and develop their most important asset determines to a great degree the success of the enterprise.

Strategically managing human capital in education is about structuring human resource systems to support and sustain standards of high quality. Recruitment, selection, distribution, induction, professional development, performance management and evaluation, compensation, and career progression must be aligned to increase teacher and principal effectiveness in ways that dramatically improve instructional practices and student learning.

This annual update provides transparent insight into the realm of human capital in DeSoto ISD. Current initiatives as well as considerations to help guide decision making for future advancements are also included as we honor our culture of organizational beliefs, disciplines, goals, leadership, development, involvement, and targets.

RECOMMENDATION:

For Review Purposes Only

ACTION REQUIRED:

No Action

CONTACT PERSONS:

Dr. Tawana Grover

Dr. David Harris

ENCLOSURES:

PowerPoint