

# UCISD's Human Resources Update

Presented to Uvalde CISD Board of Trustees  
June 23, 2025

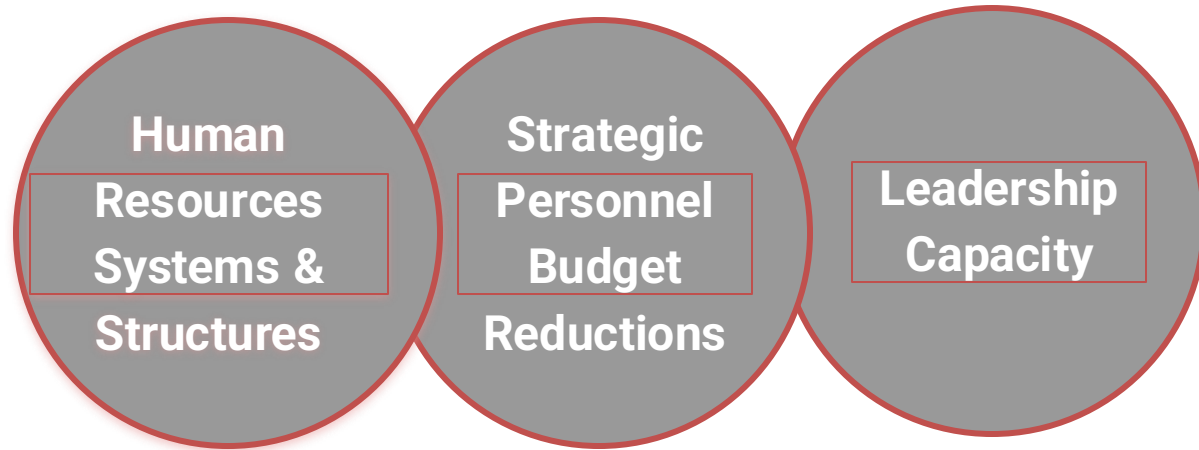


# Transactional to Transformational Human Resources

- Current HR model focuses on compliance, processes, and records
- Vision: Evolve to a strategic HR model that supports recruitment, retention, engagement, and leadership
- A transformational HR Department will require future staffing enhancements



# Strategic Areas of Focus



# Snapshot of Progress: Systems & Structure Improvements

- Improvements with Skyward usage, digitized contracts, and employee handbook system with electronic signatures
- Red Rover implementation for substitute tracking
- Routine HR team meetings and PEIMS-related technology support/coaching
- Updated job descriptions, grievance forms, and pay plans



# Snapshot of Progress: Talent & Performance Management

- Standardized interview process and spring recruiting strategy
- Surplus staff was provided options for other positions
- Mid-year performance check-ins and Eduphoria system use expanded to support evaluations for all employees
- Campus training in documentation and performance management



# Snapshot of Progress: Budget Alignment through Strategic Reductions

- Reviewed costly practices: extended workdays, early benefit payments, and excessive sub needs
- Reduced staffing levels, adjusted workdays, and revised stipends



# Snapshot of Progress: Building Leadership Capacity and Trust

- Ongoing coaching with HR Manager and campus leader training on HR operations
- Weekly cross-departmental PEIMS Huddles
- Districtwide customer service training launched to build internal/external trust



# Summary of Recommendations

- Restructure HR roles to allow leadership focus on strategic work
- Digitize and streamline stipend workflows
- Redesign onboarding systems using video and tech tools and establish effective induction systems
- Request a TASB staffing and compensation review





# Highest Leverage Recommendations

## ***#1: Develop a Teacher and Principal Pipeline Program***

- Identify and grow high-potential internal candidates
- Provide leadership pathways and mentorship
- Address current gaps in certified teacher and campus leader bench

## **#2: Develop Principals as Talent Managers**

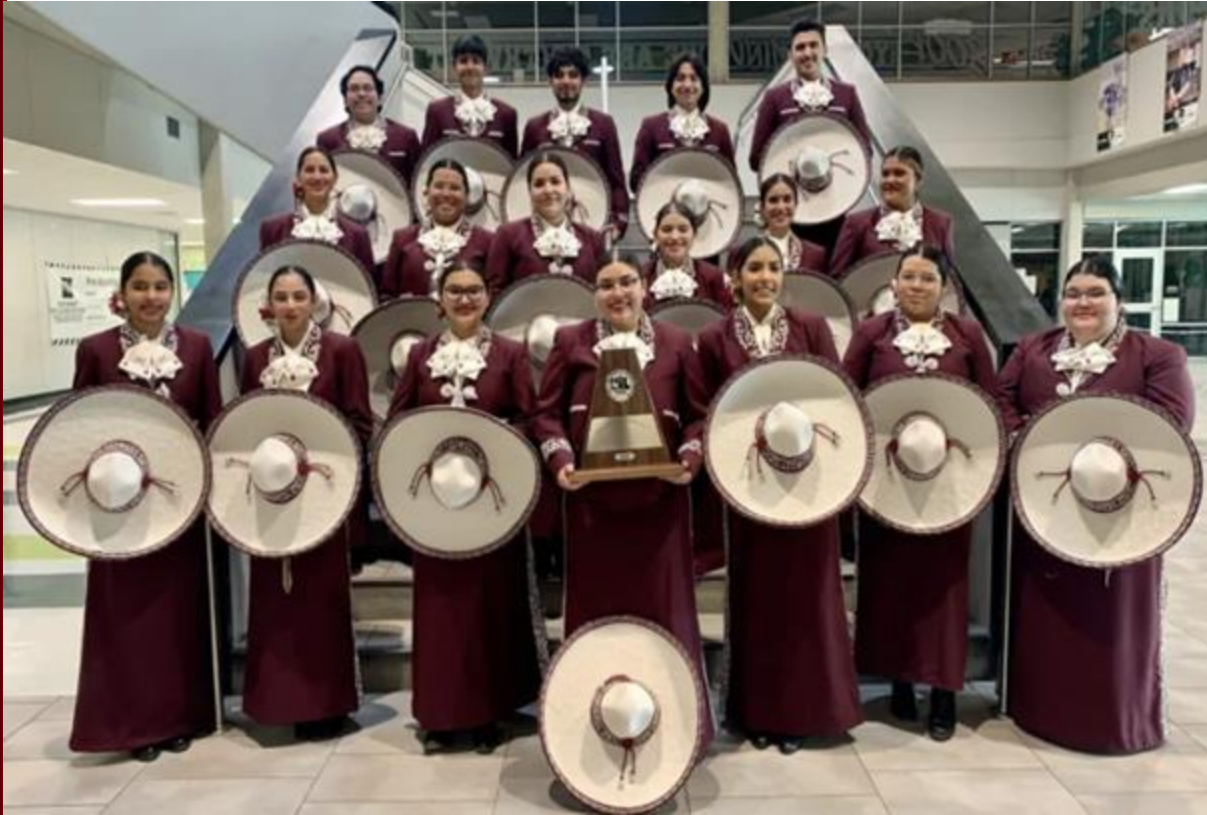
- Recruit, accelerate, advance, and assess teacher talent

## **#3: Strengthen a Culture of Trust**

- Deepen communication, respect, and empathy
- Build trust internally and with the broader community



# Looking Ahead



- Continued alignment of talent, strategy, and budget
- Strong leadership, sustainable systems, and staff engagement
- Commitment to long-term improvement and student success

