

# HUMAN RESOURCES

Department Report

School Board

March 11, 2025



# HUMAN Resources

RECRUITMENT

ONBOARDING

HIRING

STAFF TRAINING

EMPLOYEE  
COMPENSATION

EMPLOYEE LEAVES

EMPLOYEE BENEFITS

LABOR NEGOTIATIONS

LABOR RELATIONS

SUPERVISION AND  
EVALUATION

LEADERSHIP DEVELOPMENT

CONTRACTS

DISTRICT STAFFING

SUBSTITUTE  
MANAGEMENT

CONTRACTUAL  
COMPLIANCE

LEGAL COMPLIANCE

EMPLOYEE RECORDS



# Spotlight



## Teacher Mentor Program

- Voluntary
- Student-centered
- Teacher-driven
- Confidential
- Non-evaluative
- Collaborative

# Spotlight

## Teacher Mentor Program

“Having trust in my mentor to watch me in authentic teaching moments followed by hashing out ideas to better serve my students supported me in a powerful way.”  
~ BSD Educator

“I really appreciated having someone in my corner to build up my ideas that would transfer easily into the following lessons. It was true collaboration and always encouraging!”  
~BSD Educator

“Knowing that I had someone in my corner to listen to me share my frustrations and successes was reassuring because I know I was not going to be... evaluated, rather...validated and then guided to make a plan for next steps.” ~ BSD Educator



# Mentor Program Field Visits

## *in numbers*

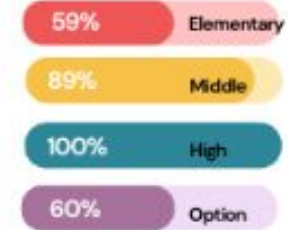
**90** teachers from **37** schools participated in the Field Visit Experience starting in late fall and throughout the winter.



### # of schools supported

- 20** Elementary
- 8** Middle
- 6** High
- 3** Option

### % of BSD schools supported

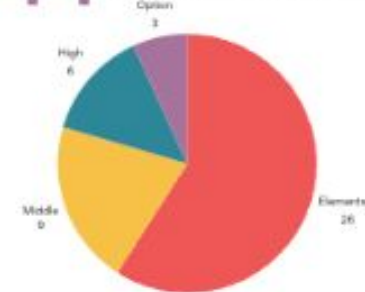


**120**



experienced teachers opened their classroom door to novice teachers.

**44** schools visited

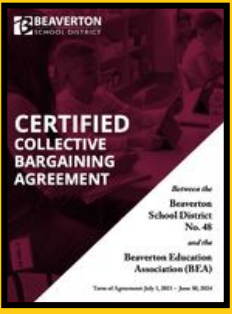


### Percentage of BSD schools visited

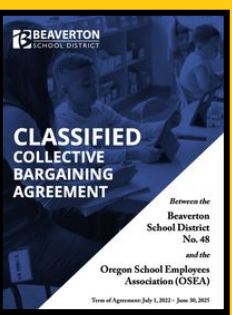


# Spotlight

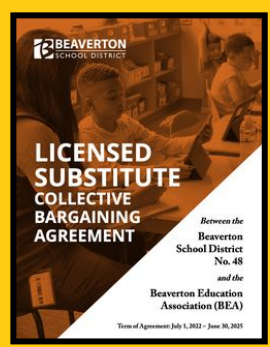
## CONTRACT NEGOTIATIONS



BEA  
Contract Bargain



OSEA  
Contract Bargain

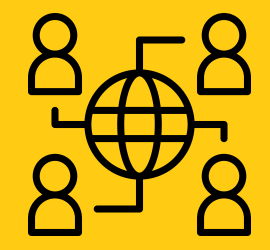


Substitute  
Contract Bargain

## COLLABORATIVE PROBLEM-SOLVING



Joint Trainings



Collaborative Work  
Goups



Labor Management  
Communication

# Spotlight



STAFFING



EXPO





EMPLOYEE RECOGNITION **Spotlight**

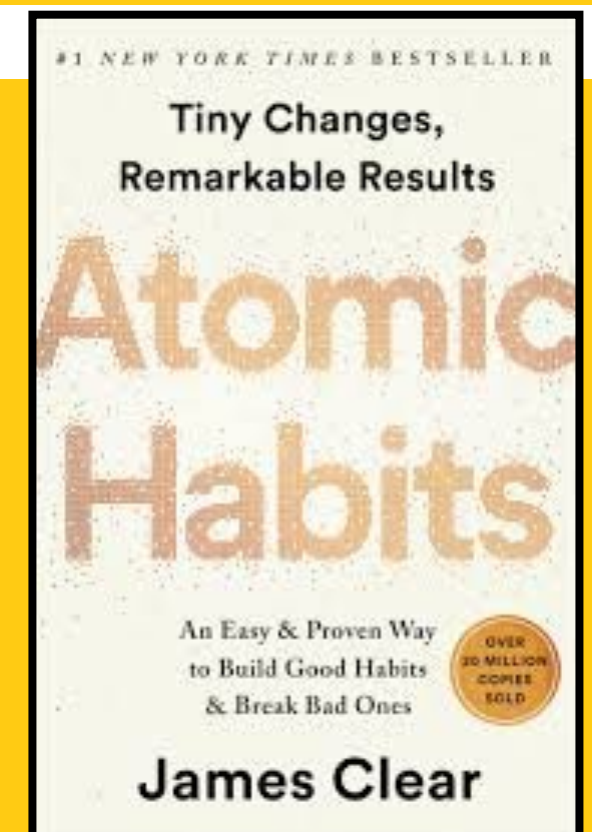
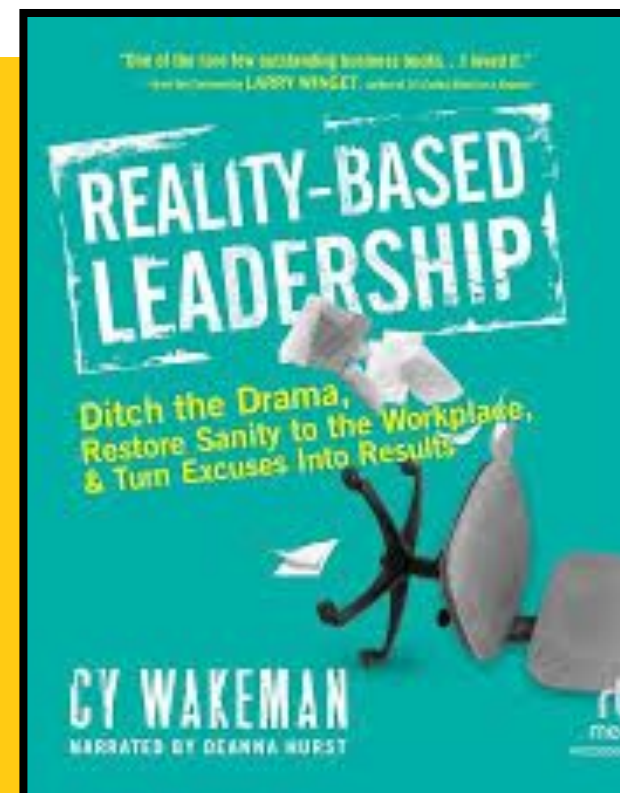
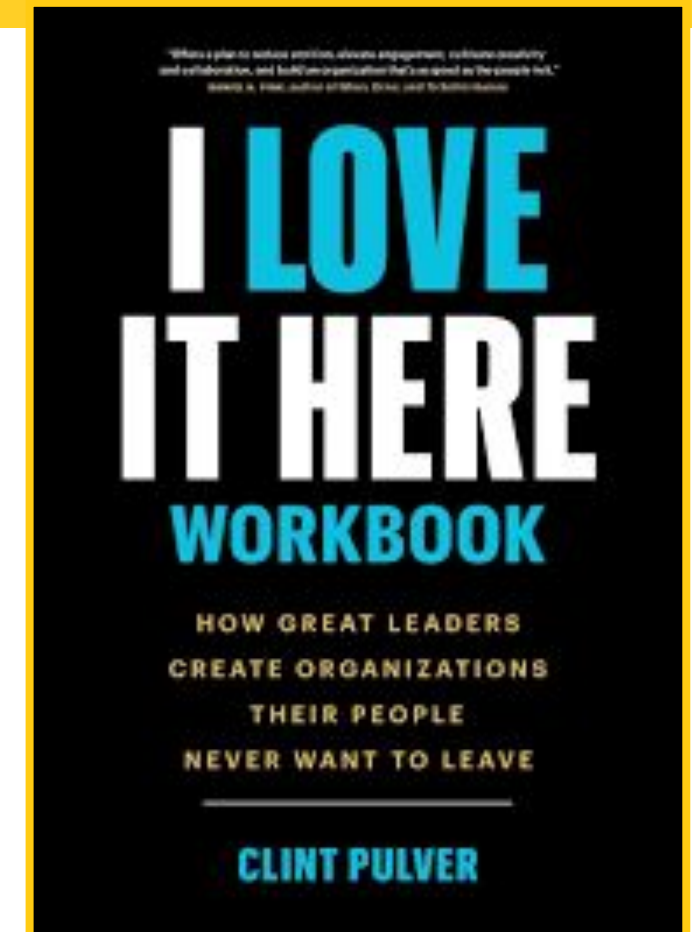
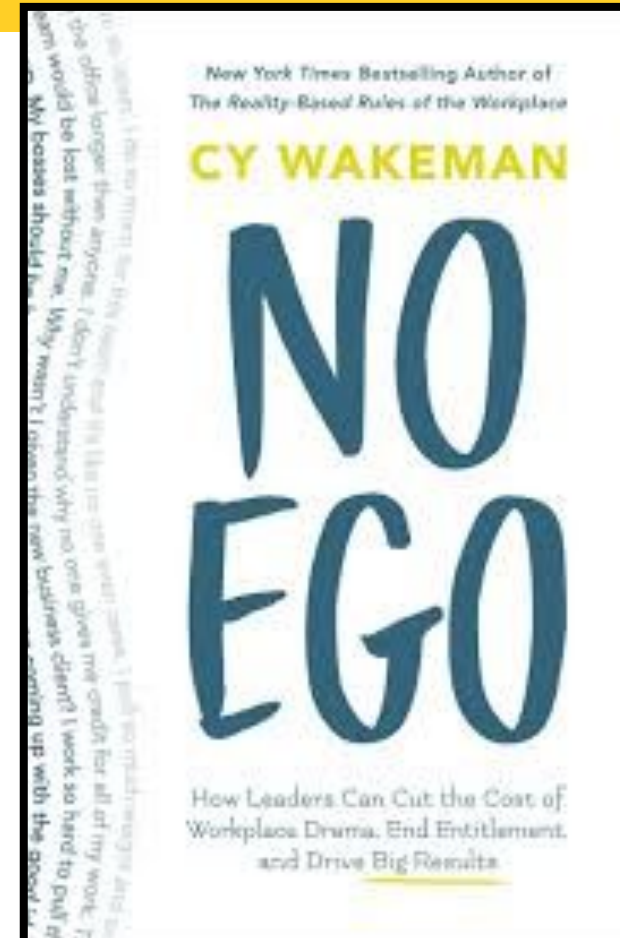




# Spotlight

THE SINGLE BIGGEST  
WAY TO IMPACT AN  
ORGANIZATION IS TO  
FOCUS ON LEADERSHIP  
DEVELOPMENT

JOHN C. MAXWELL





**THANK YOU!**



**Human Resources  
Department**