

# Employer of Choice Components

## **Workforce Planning**

Workforce planning is the strategic process of aligning an organization's human resource needs with its long-term strategic goals. It involves ensuring that the organization has the right positions and the right people to reach the organizational objectives.

## **Recruitment**

Recruitment is a multifaceted process focused on attracting potential candidates for job openings. It encompasses a variety of techniques, including job postings, utilizing various platforms to share information about available positions, and establishing candidate pipelines.

## **Selection (& Hiring Procedures)**

Selection and hiring entails identifying the specific needs of the school in relation to the position to be filled, evaluating candidates based on those needs, and ultimately determining the candidate who best matches the position's needs.

## **Compensation & Benefits**

Compensation and benefits encompass the tangible rewards of financial value that an organization offers to its staff members in exchange for their services rendered to the school.

## **Onboarding**

Onboarding is a comprehensive process that encompasses familiarizing employees with the organization, connecting them to team members, equipping them with the necessary technical knowledge and skills, and providing support to ensure their successful integration into their new role.

## **Professional Development**

Professional development is providing targeted training and learning opportunities to enhance employees' skills and knowledge in their respective roles.

## **Feedback & Coaching**

Feedback involves offering meaningful observations and assessments regarding staff members' job performance, while coaching entails supporting their growth and development based on the feedback provided.

## **Evaluation**

Evaluation is the act of measuring an employee's performance against the specific actions required for success in their role.

**Engagement & Recognition**

Recognition is the act of acknowledging and appreciating employees' contributions in a manner that holds significance and value to them.

**Honoring Transitions**

Honoring transitions involves effectively managing an employee's departure from the school, ensuring a seamless and well-organized transition for both the employee and the organization.