



Employer of Choice



# Goal: Employer of Choice

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*Employer of choice focuses on recruitment and retention of staff and improving employee excellence through appraisal and development.*

*Major initiatives include focused recruiting campaign, evaluation of compensation components that address retention such as benefits and recognitions, and new appraisal systems for professional and support staff.*



## ***Improve recruitment and retention of staff***

- *62% of principals rated the quality of teacher applicants as strong or very strong*
- *Over 8 of 10 staff members are satisfied with district benefits*
- *About two-thirds of staff indicated that campus and district recognition systems are somewhat or very valuable*
- *Teacher turnover rate from the 2006-07 school year is 16.1% and is about a percentage higher than Texas*
- *Turnover rates for non-teaching staff are 20% or higher in the baseline year of 2007-08*
- *9 of 10 teachers report that they work in a positive campus climate*

## ***Improve employee excellence through appraisal and development***

- *New appraisals systems for administrators, paraprofessionals, police, nurses, and custodial staff were developed in 2007-08 and are being implemented in 2008-09.*

# Status of Performance Objectives

## Performance Objective: Recruitment and retention of staff

- Decrease the staff turnover rate to a level of 1.5% below Texas of 3% lower than baseline rates.
- Improve the positive work culture supportive of collegial and collaborative teamwork.

<b>Measure</b>	<b>Target</b>	<b>Status</b>
<i>Benefits Survey – satisfaction</i>	<i>80% or higher positive response to satisfaction with benefits</i>	<i>Baseline</i>
<i>Staff Survey – recognition systems</i>	<i>80% agreement with value of recognition systems</i>	<i>Baseline</i>
<i>Teacher Turnover Rate</i>	<i>1.5% lower than Texas</i>	<i>Not met</i>
<i>Staff Turnover Rates</i>	<i>3% lower than baseline year</i>	<i>Baseline</i>
<i>Staff Survey – positive climate</i>	<i>90% of staff agree that campus climate is positive</i>	<i>Met</i>

## Performance Objective: Increase employee satisfaction with the new appraisal system

- Increase employee excellence through appraisal and development.

<b>Measure</b>	<b>Target</b>	<b>Status</b>
<i>Staff satisfaction with appraisal system</i>	<i>To be determined</i>	<i>Baseline in 2009</i>

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**Objective: P 1 – Improve recruitment and retention of staff**

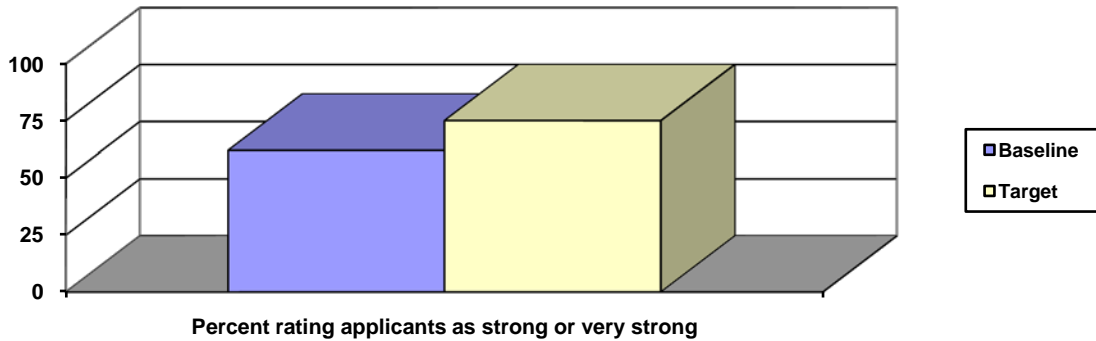
**TARGET:** Increase the percent of principal/staff that rate the quality of teacher and non-teacher applicants as strong or very strong based on number of applicants, educational background, work experience, certification type and references.

Source: SBISD HR Dept, Survey of Principals

## RESULTS:

### Evaluation of Applicants

Survey item	Baseline 2006-07	Target	2008 Results
Percent of principals rating quality of teacher applicants as strong or very strong	Not Available	Target at year 5 is 75%	Baseline in 2008 62%



## TRENDS:

- 62% of principals rated the quality of teacher applicants as strong or very strong in the baseline school year of 2007-08. The year five target is 75%
- Baseline evaluation by supervisors of applicants for non-teaching positions will occur in 2008-09.

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**Objective: P 1** – Improve recruitment and retention of staff

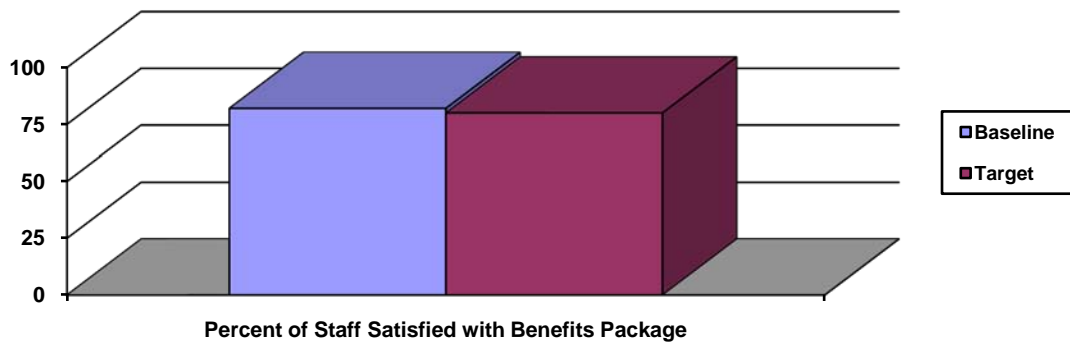
**TARGET:** Increase the percent of staff who rate their overall satisfaction with the district benefits package as average, above average or excellent.

Source: SBISD HR Dept, Staff Benefits Survey

## RESULTS:

### Satisfaction with Benefits

Measure	Baseline 2006-07	Target	2008 Results
Benefits Survey - % satisfied with benefits package	Not Available	80% or higher	Baseline in 2008 82%



## TRENDS:

- 82% of staff indicated that their satisfaction with district benefits is average, above average or excellent. The target is to maintain this level of satisfaction at 80% or higher.

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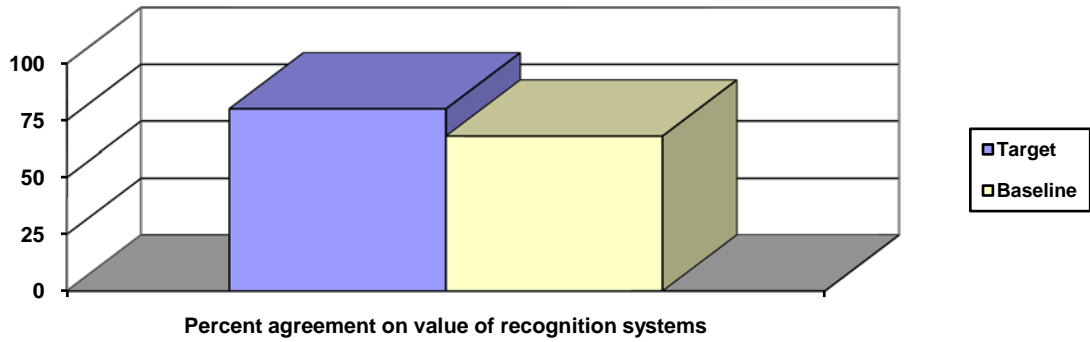
**TARGET:** Increase the percent of staff who agree that campus and district employee recognition systems are very or somewhat valuable.

Source: SBISD HR Dept, Employee Survey

**RESULTS:**

**Recognition Systems**

Measure	Baseline 2006-07	Target	2008 Results
Staff survey – percent agreement that recognition systems are somewhat or very valuable	Not Available	Target at year 5 is 80%	Baseline in 2008 68%



**TRENDS:**

- About two-thirds of staff indicated that campus and district employee recognition systems are somewhat or very valuable.
- The 2007-08 survey of staff serves as the baseline year and the year 5 target is 80% agreement.

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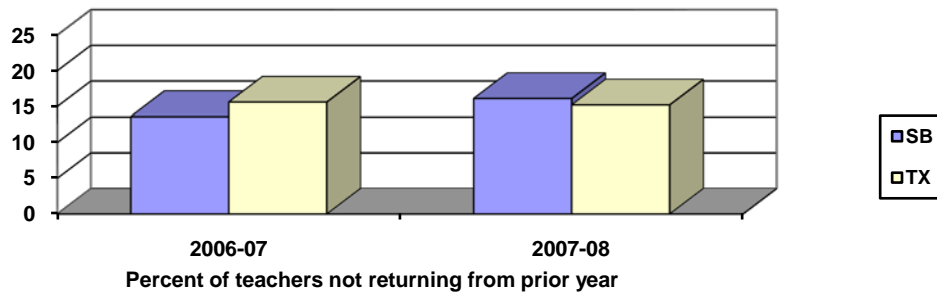
**Objective: P 1 – Improve recruitment and retention of staff**

**TARGET:** Decrease the staff turnover rate to a level 1.5% below Texas or 3% lower than baseline rates. (Note: 2008 teacher turnover rate is total FTE count of teachers from the fall of 2006-07 who were subsequently not employed in the district in the fall of 2007-08, divided by the total teacher FTE count for the fall of 2006-07). Source: AEIS, Teacher turnover SBISD HR Dept, Staff turnover

## RESULTS:

### Teacher and Staff Turnover Rates

Group	Baseline 2006-07	Target	2008 Results
Teachers	13.6% or 2.0% below TX	1.5% below TX TX 15.2%	16.1% 0.9% above TX
Paraprofessionals	Not available	Target at year 5 is 3% pts. Below baseline for each group.	Baseline in 2008
Teacher Assts.			20.6%
Custodial			27.0%
Child Nutrition			23.3%
Transportation			22.9%
Other Auxiliary			28.8%
			24.7%



## TRENDS:

- District teacher turnover rates increased from 13.6% to 16.1%, while Texas turnover rates decreased slightly from 15.6% to 15.2%. The target turnover rate of 1.5% points below Texas was not met.
- Staff turnover for non-professional staff are reported as baseline in 2008 and range from 20.6% for paraprofessionals to 28.8% for transportation. The target is to reduce the rates by 3% for each group by year 5.

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**Objective: P 1 – Improve recruitment and retention of staff**

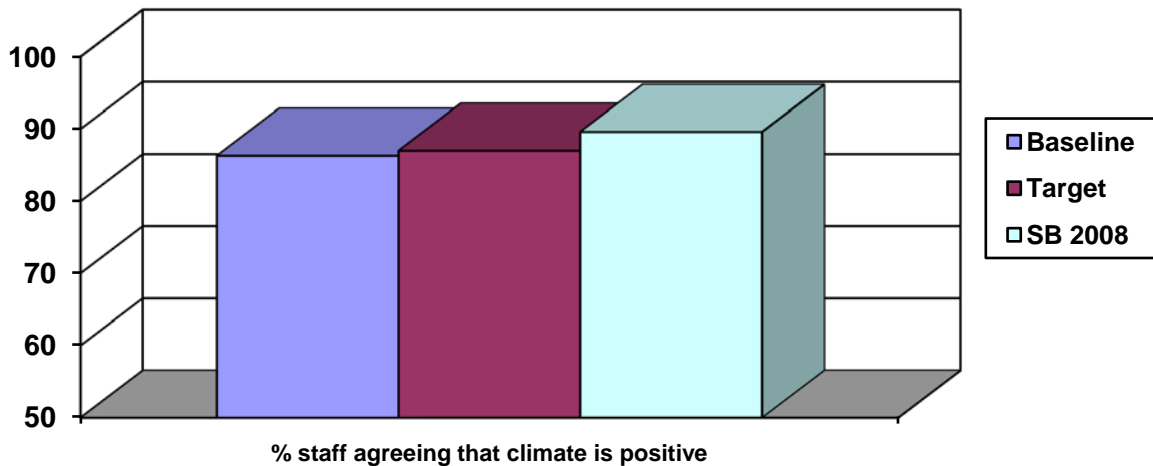
**TARGET:** Increase the percent of staff who agree that the campus climate is positive.

Source: Climate items on District staff survey

**RESULTS:**

Climate Survey Results

Climate Scale	Baseline 2006-07	Target	2008 Results
Staff Survey Positive climate measured by the average agreement with 11 items on district survey regarding campus climate	86.3% agreement	87%  Target at year 5 is 90%	89.6% agreement



**TRENDS:**

- 89.6% of teaching staff indicated they were working in a positive school climate in 2007-08 compared to 86.3% in the baseline year. The target of 87% was exceeded.