



Human Resources Effectiveness Report

September 15, 2020

Human Resource Team

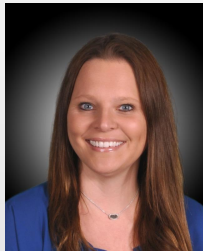
It's a great day to be a Rougher!



Lance Crawley (1)
Chief Administrative Officer



Kimberly Fleak (24)
Exec. Director of Human Resources



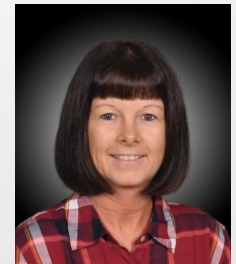
Tracie Aldridge (5)
HR Specialist - Benefits



Crystal Firestone (4)
HR-Specialist - Classified



Tami Gardenhire (19)
HR Specialist - Certified



Mindi Havens (14)
ESC Receptionist



Department Goals

- Continue to tie the significant work we do to the Strategic Plan
- Enhance the process of staffing all positions
- Develop a general district handbook-update to include in each sites Handbook
- Successful implementation of OKTLE for Teacher Evaluations
- Working with Barlow & Assoc. to develop a Recruit and Hire System specific to MPS
- **Recruiting, retaining,** and ensuring the success of a **diverse** and highly qualified workforce, collaborative work with MEA and MESPA
- Employee recognition-classified, certified, administrative, continuing to foster relationships with all employees that are respectful and focused on sincere recognition and honest feedback
- Continuing an employee centered focus on creating and maintaining competitive employment packages for Teachers, Classified employees, and Administrators.



CLASSIFIED	SY 21 vs. 20
SCHOOL OFFICE STAFF	32 / 33
TEACHER ASSISTANTS	16 / 21
PARAPROFESSIONALS	29 / 30
CHILD NUTRITION	61 / 61
TECHNOLOGY	11 / 13
TRANSPORTATION	42 / 43
CUSTODIANS	25 / 37
MAINTENANCE	15 / 15
POLICE/ SECURITY	10 / 07
OTHER	39 / 31
TOTAL	280 / 291

District Wide Comparison of Staffing 2021 vs. 2020

CERTIFIED		EDUCATION SERVICE CENTER	
ADMINISTRATORS	32 / 17	SUPERINTENDENT	1 / 1
CAREER TEACHERS	246 / 257	CABINET	7 / 7
INST./READING SPECIALISTS	* 17 / 06	STAFF	31 / 28
TEMPORARY TEACHERS	72 / 98	TOTAL	40 / 36
EMERGENCY CERT.	17 / 27	New Hires	SY 2021
RET. TEACHERS	3	CLASSIFIED	19
TOTAL	370 / 405	CERTIFIED	37

DISTRICT TOTAL	690 / 732
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Statistics of Staff 2020-2021 SY

GENDER	COUNT
Female	495
Male	195
Total	690

Certificate Level	COUNT
Bachelors	231
Doctorate	8
Masters	147
	386

ETHNICITY	COUNT
African American	112
American Native/Alaskan	109
Asian	3
Caucasian	453
Hispanic	15
Total	690



Current Initiatives

*Weekly PLC Meetings

Continuous professional learning - HR Dive - weekly digital PD

*COVID19

Hiring of Director of Health and Social Services

Employee tracking and tracing

*OKTLE Implementation for Teacher Evaluations

*Workplace Safety

Monthly analysis of work related injuries for certified and support

Onsite investigation / training for avoidable accidents-(L. Crawley)

* Improved Benefits Packages for Employees

Work with local counseling agency to offer Mental Wellness program in person/virtual

Monthly Site visits by HR Staff, especially benefits

Comparative compensation schedules/certificate levels with neighboring districts

*Tuition Assistance for Certified and Support Staff



Current Initiatives, continued

*LaserFiche / ALIO - Continued efforts started last year -digital documents

*District Staff Handbook- included in every site handbook

*Cross Department Collaboration- working closely with Payroll and Instruction

*Permanent Substitute training- virtual instruction, Google Classroom

*Identigo Finger Printing

*Professional Development

Continued growth for our staff (mental wellness of students and staff, medical marijuana, workplace safety, human trafficking, cross training w/departments)

Supportive training for Behavioral Specialists, Deans, Life Coaches, Counselors at each site



Future Interests

- Upgrading our Functionality and Presence
 - New Procedures and flow chart
 - Forms- new and improved, all electronically accessible
 - HR Newsletter to include Links for health and wellness / workplace culture, etc...
- Intentional recruitment of quality staff



Recruitment of New Rougher Teammates

- NSU Spring 2021 Career Fair, Tahlequah & Broken Arrow
- TU Collegiate Career Fair, Tulsa
- UCO, Edmond
- Langston University
- Arkansas, Fayetteville, AR
- OSU Education Career Fair, Stillwater
- OU Teacher Job Fair, Norman
- OSU Broken Arrow Campus
- TFA, Virtually



Early August ON- BOARDING DATE for 2021 - 22 SCHOOL YEAR

