



# Human Resources Effectiveness Report

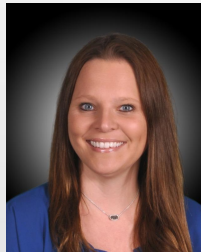
January 21, 2020

# Human Resource Team

It's a great day to be a Rougher!



Lance Crawley (.5)  
Chief Administrative Officer



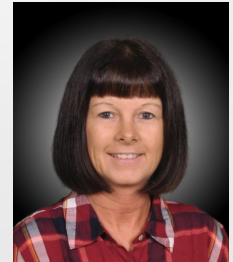
Tracie Aldridge (4)  
HR Specialist - Benefits



Crystal Firestone (3)  
HR-Specialist - Classified



Tami Gardenhire (18)  
HR Specialist - Certified



Mindi Havens (13)  
ESC Receptionist



# Department Goals

- Tie the significant work we do to the Strategic Plan
- Enhancing the process of staffing all positions.
- Recruiting, retaining, and ensuring the success of a diverse and highly qualified workforce.
- 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.



# District Wide Staffing 2019-2020

CLASSIFIED	
SCHOOL OFFICE STAFF	33
TEACHER ASSISTANTS	21
PARAPROFESSIONALS	30
CHILD NUTRITION	61
TECHNOLOGY	13
TRANSPORTATION	43
CUSTODIANS	37
MAINTENANCE	15
SECURITY / POLICE	07
OTHER	31
<b>TOTAL</b>	<b>291</b>

CERTIFIED	
ADMINISTRATORS	17
CAREER TEACHERS	257
TEACHER TRAINERS	06
TEMPORARY TEACHERS	98
EMERGENCY CERT.	27
<b>TOTAL</b>	<b>405</b>

EDUCATION SERVICE CENTER	
SUPERINTENDENT	01
CABINET	07
STAFF	28
<b>TOTAL</b>	<b>36</b>



<b>DISTRICT TOTAL</b>	<b>732</b>
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# Current Initiatives

- Bi Weekly PLC Meetings
  - Continuous professional learning - book study - Opportunity Rocks
- \*Workplace Safety
  - Monthly analysis of work related injuries for certified and support
  - Working with Steve Allen to expedite and track claims to improve our rating
  - Onsite investigation / training for avoidable accidents (Adam Rigney)
- Improved Benefits Packages for Employees
  - Wellness Now
  - Seeing possible competitors for our supplementary insurance options
  - Site visits by HR Staff
  - Comparative compensation schedules for neighboring districts
- Tuition Assistance for Certified and Support Staff
- LaserFiche - Continued efforts started last year -digital documents



# Future Interests

- Right sizing HR Staff
  - HR Director
  - .5 position to 1.0
- Continued Efforts to Improve Employment Package
  - Examples 2019-20; Certified - Military Leave, Tuition Asst.
  - Possibly - Dist paid Life, Mental Health, Physical Health, Child Care
- Upgrading our Functionality and Presence on Webpage
  - Tutorials
  - Links to articles sites for health and wellness / workplace culture
- Professional Development
  - Continued growth for our staff (medical marijuana, Alio, workplace safety, OKASBO)
- Cross Training



# Finding New Rougher Teammates

- NSU Spring 2020 Career Fair, Tahlequah - February 26, 2020
- TU Collegiate Career Fair, Tulsa - March 4, 2020
- OSU Education Career Fair, Stillwater - March 24, 2020
- OU Teacher Job Fair, Norman - March 25, 2020
- OSU Broken Arrow Campus, - April 14, 2020
- TENTATIVE ON BOARDING DATE for 2020 - 21 SCHOOL YEAR
- MONDAY, AUGUST 3rd @ 8:30 AM @ 7th / 8th Grade Academy @ BFSA

