HUMAN RESOURCES TEAM
WHO WE ARE

Tracie Aldridge (4)
HR Specialist - Benefits

Crystal Firestone (3)
HR-Specialist - Classified

Tami Gardenhire (18)
HR Specialist - Certified

Mindi Havens (13)
ESC Receptionist

Bradley Eddy (2)
Human Resources Director
OUR GOALS
DEPARTMENTAL GOALS

- Improve employee satisfaction throughout the life cycle of all employees
- 50% fewer classroom vacancies by the start of the 2022-2023 school year
- Recruiting, retaining, and ensuring the success of a diverse and highly qualified workforce
- Improve efficiency of the department through improved systems and published processes
CURRENT INITIATIVES
IMPROVEMENT OF CURRENT PRACTICES

- Looking for deficiencies – Correcting them
- Building out individual and team goals
  - Smaller quick wins and long term
  - STS – Support the Support
  - Monitor and assist with emergency certification
  - Streamlining orientation – one-time touchpoint
- Creating and publishing an organic procedure manual
DATA COLLECTION AND ANALYSIS

• Building out human resources metrics to serve as the driving force of our actions, not for reports
• Adopting and adapting best practices based on what the data tells us
• Building lead and lag measures to ensure monitoring and adjustment
RECRUITMENT AND SELECTION

• Locally in person / Virtual presence at historically diverse universities
• Teacher Cadet program
• Robust and consistent selection processes for improving quality and reducing turnover
INITIAL DATA
DATA – TURNOVER

*We are collecting data for early turnover as well.
DATA – APPLICANTS

Breakdown of applicants over three years:
- 2018-2019: 2297
- 2019-2020: 1583
- 2020-2021: 1444
DATA – TEACHER ATTENDANCE / SUBSTITUTES

CURRENT SUBSTITUTES = 50 / 12 EXPECTED ON 11/15/2021
DATA – SUBSTITUTE COSTS

THE COST OF A SUBSTITUTE IS NOT LIMITED TO DOLLARS.
DATA – UNEMPLOYMENT


$0.00 $20,000.00 $40,000.00 $60,000.00 $80,000.00 $100,000.00 $120,000.00
COMING SOON
ADDITIONAL DATA POINTS

- Early Turnover
- Cost to Hire
- Vacancies
- Hire Speed
- Potential
- Engagement
- Leaves of Absence
On the Horizon

- Strengthening selection at all levels
- Monitor and Improve Employee Engagement
- Succession Planning
- Interactive Data Dashboard
- Fully Digital Processes
- Improved Support Evaluation Process
- Building out Robust Orientation AND On-boarding
ON THE ROAD

• NSU Spring 2022 Career Fair, Broken Arrow – February 2022
• ORU Spring 2022 Career Fair, Tulsa – February 2022
• TU Collegiate Career Fair, Tulsa - March 2022
• OSU Education Career Fair, Stillwater - March 2022
• OU Teacher Job Fair, Norman - March 2022
• OSU Broken Arrow Campus, - April 2022
• Internal Career Fair – May 2022
VIRTUAL – HISTORICALLY DIVERSE COLLEGES AND UNIVERSITES

- Dominican University
- Florida Agricultural & Mechanical University
- Grambling State University
- Howard University
- Morehouse College
- Mount St. Mary's University
- New Mexico Highlands University
- Northeastern State University
- Our Lady of the Lake University
- Regional Universities Midwest
- Spelman College
- Texas A&M University-Kingsville
- The University of Texas at San Antonio
- Tuskegee University
Thank you!

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Director of Human Resources
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