



Human Capital Management Quarter One Review

October 13, 2022



Human Capital Management



The **Human Capital Management** department supports the district's efforts to **transform the traditional** components of Human Resources (i.e., recruitment, training, strategic compensation, and performance management) through providing employees with an **enriching professional experience** from **recruitment** to **retirement**.



Meet our Team



Dr. Pam Berry- Chief of Human Capital Management

Karen Robertson- Administrative Assistant

Kim Sherfield- Director of Strategic Compensation, Retention and Recruitment

Michael Williams- Director of Human Capital Management

Judi Cangas- Coordinator of Human Capital Management

Sonya Allen- Administrative Assistant/Human Capital Support Specialist

Cynthia Brooks- Human Capital Support Specialist

Stefani Franco- Human Capital Support Specialist

Theresa Gonzales- Human Capital Support Specialist

Diana Gonzalez- Human Capital Support Specialist

Rosa King- Human Capital Support Specialist

Human Capital Management Priorities



Recruit

Recruit high-quality staff to address the impact of the unprecedented amount of teacher vacancies.

Respond

Develop a competitive and sustainable strategic compensation plan that ensures competitive salaries and first-rate benefits for all staff.

Retain

Develop SMART retention strategies which improve the likelihood of decreasing resignations and end-of-year mobility.

Goal 1 Improve efforts to attract a combination of new and highly effective veteran teachers as measured by **100% STAFFING RATES** in each staffing category

Goal 2 Increase use of **STRATEGIC COMPENSATION STRATEGIES** that (1) allow effective teachers to earn higher pay more consistently and (2) provide opportunities to reward effective teachers that stay in the classroom

Goal 3 Implement a **COMPREHENSIVE RETENTION PLAN** that results in 8% or greater increase in district-wide retention as measured by benchmarks of exit survey data.

Recruit

Respond

Retain

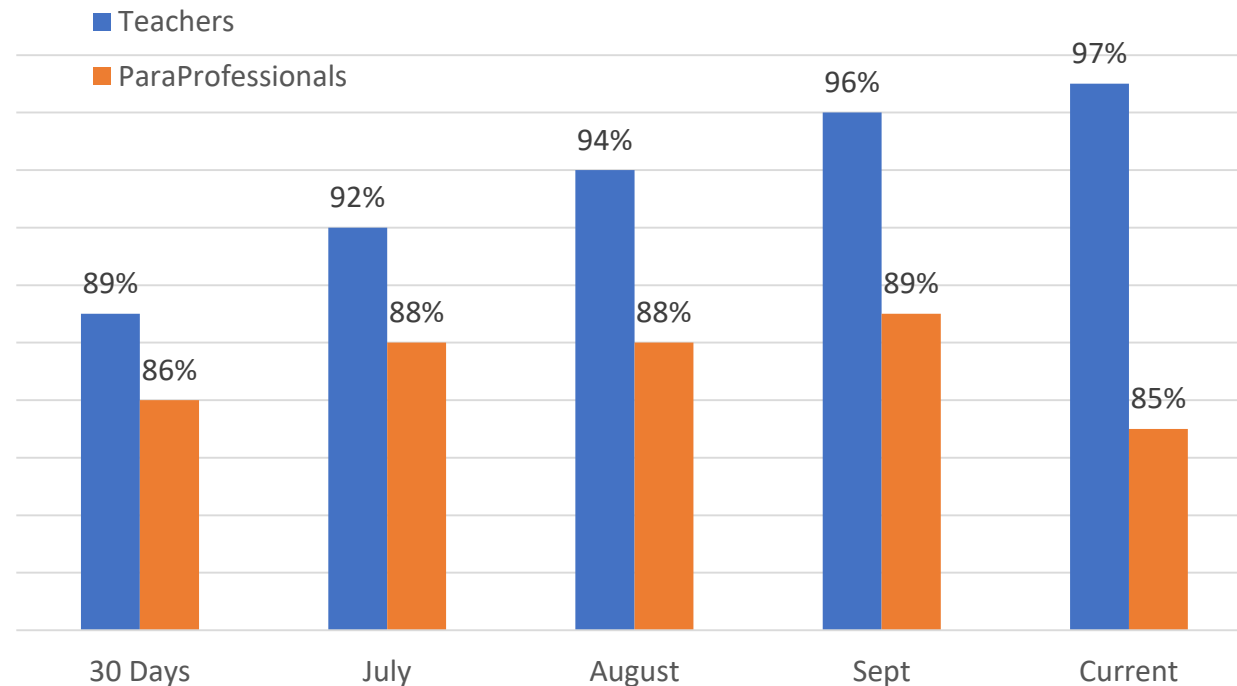


RECRUIT

Recruiting Priorities



Improve efforts to attract a combination of new and highly effective veteran teachers as measured by 100% **staffing rates** in each staffing category

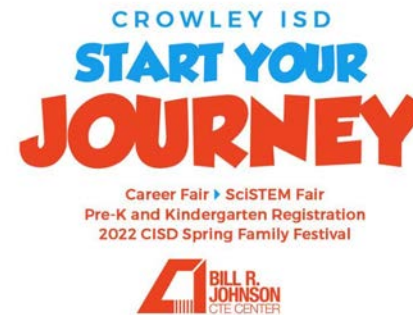


Recruiting Priorities



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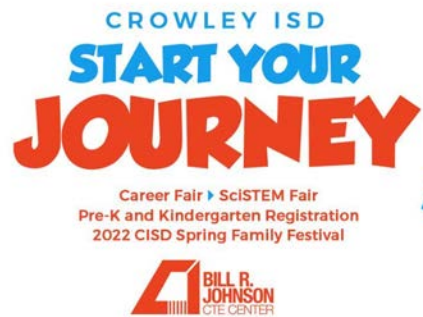
- ❖ Early Hiring
- ❖ Weekly Campus Vacancy Reports
- ❖ District Ambassador Team
- ❖ Fall and Spring Recruitment Schedules



Recruiting Priorities



Improve efforts to attract a combination of new and highly effective veteran teachers as measured by 100% **staffing rates** in each staffing category



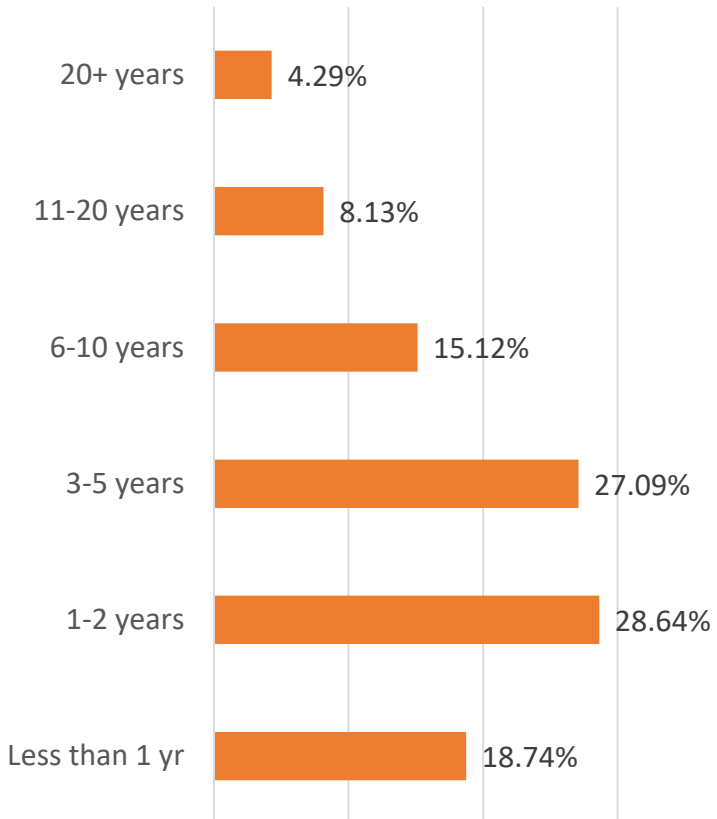


RETAIN

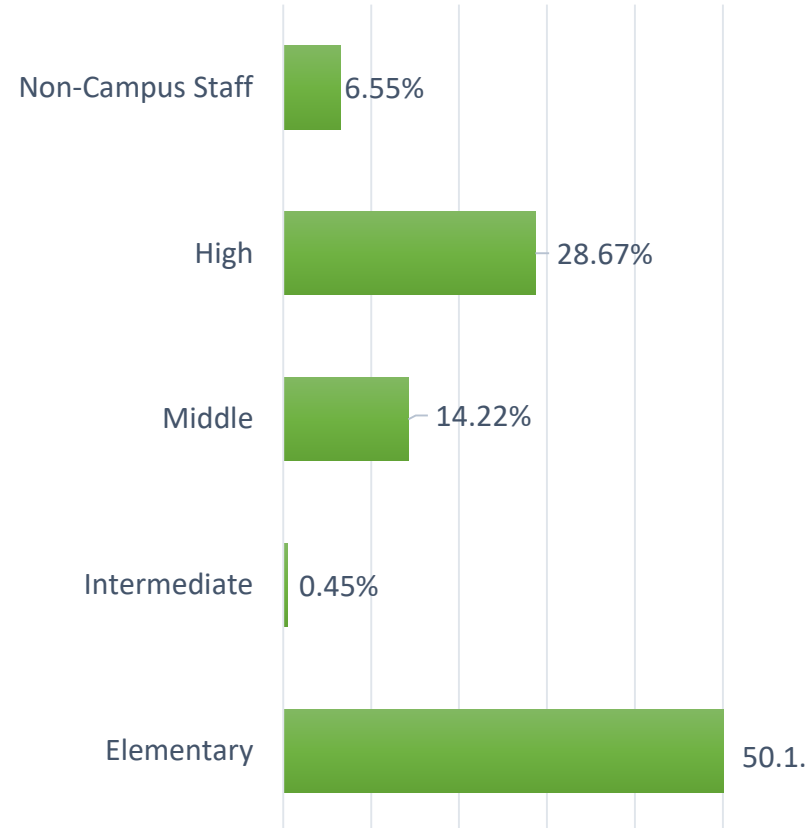
2021-2022 Exit Survey Data



Years of CISD Service



Grade Level



#1 reason teachers cited resigning at the conclusion of the 2021-2022 school year:

Career Advancement (28%)

Implement a comprehensive retention plan that results in 8% or greater increase in district-wide retention as measured by benchmarks of exit survey data.

- ❖ Staff Surveys
- ❖ Intentional Touchpoints
 - Summer Pop-Ups
 - Targeted Check and Connects
- ❖ Stay Meetings
 - Campus Level
 - Central Level
- ❖ Focus Groups
- ❖ Opportunities for Career Advancement & additional benefits
- ❖ **Intentional, Specific and Immediate Response based upon need**





RESPOND

Response Priorities



Increase use of strategic compensation strategies that (1) allow effective teachers to earn higher pay more consistently and (2) provide opportunities to reward effective teachers that stay in the classroom



- ❖ Hargrave Elementary
- ❖ David Walker Elementary
- ❖ Meadowcreek Elementary



Response Priorities



Increase use of strategic compensation strategies that (1) allow effective teachers to earn higher pay more consistently and (2) provide opportunities to reward effective teachers that stay in the classroom



- ❖ Master Teachers
- ❖ Lead Teachers
- ❖ Teacher on Special Assignment
- ❖ Utility Teacher
- ❖ Interventionist
- ❖ Mentor Teacher

Areas of Opportunities



- Developing a sustainable method of strategic compensation for all staffing categories
- Retaining strong educators in the classroom

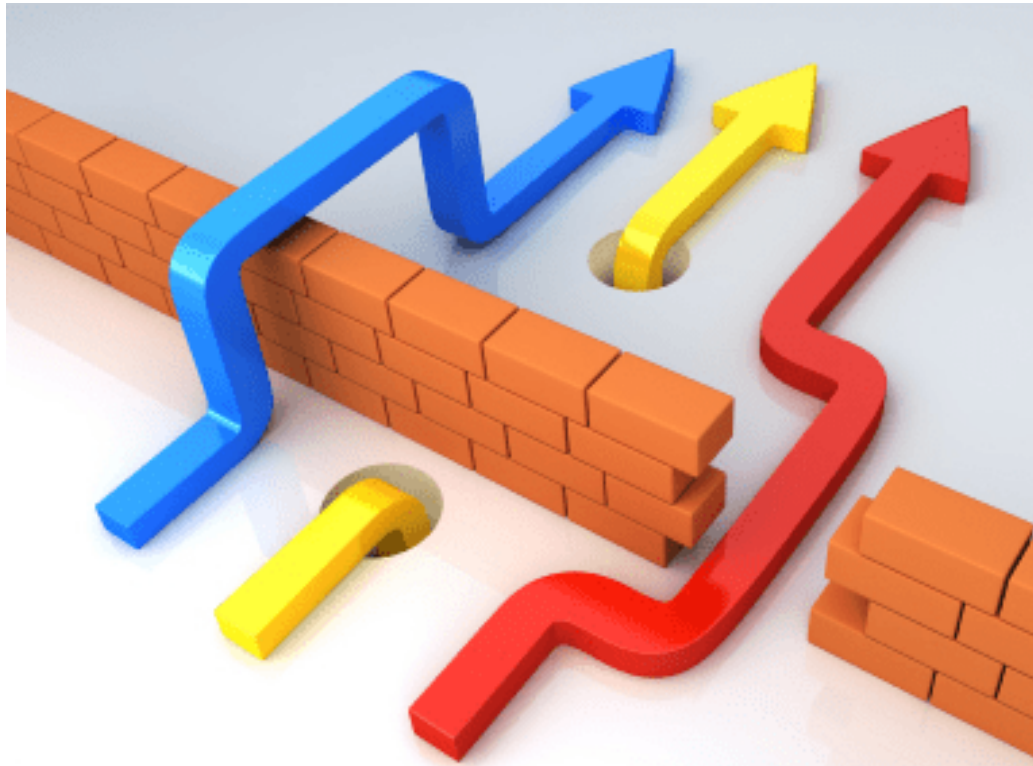


GROW YOUR
OWN



- CISD Education Pathway (Students)
- TCLAS Paraprofessionals
- Teachers-In-Residence
- Next Level Leadership

Potential Barriers



Funding sources for sustainability of strategic compensation-
How do we "generate" this revenue

Identifying and securing resources and supports that create a
strong retention plan for immediate response to staff needs

CISD Points of Pride



329



77



TEACHER IN RESIDENCE PROGRAMS

85



CISD Points of Pride



Texas Health Family Care Facility - Oakmont Location

Address: 5701 Bryant Irvin Road, Suite 201, Fort Worth, Texas 76123

Phone: 817-263-2500

Home: [TexasHealthFamilyCare.com/CISD](https://www.texashealthfamilycare.com/cisd)

Open Monday through Friday

Texas Health Family Care Facility - Summer Creek Middle School Location

Address: 9655 Red Dirt Road, Fort Worth, Texas 76123

Phone: 682-212-9101

Home: [TexasHealthFamilyCare.com/CISD](https://www.texashealthfamilycare.com/cisd)

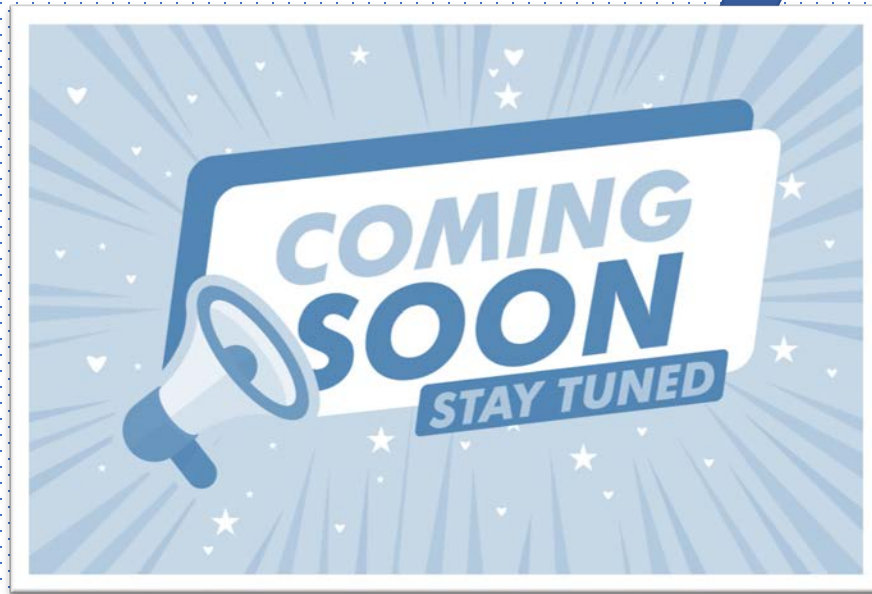
Open Monday through Friday

Now **2** locations



13-month
Paychecks





Perk\$ Plu\$ Program

Human Capital Management Plan 2022-2024



HUMAN CAPITAL MANAGEMENT TASK FORCE MEMBERS

Kim Sherfield- Facilitator / Human Capital

Stacy Adrian (Finance)

Latisha Cartwright (Teacher)

Marlys Diggles (Communication)

Robert Gillies (Advanced Academics)

Dr. Callie Lalugba (Professional Development)

Rashad Muhammad (Student Services)

Ana Roe (Campus Leadership)

Michael Williams (Human Capital)

Dr. Pam Berry (Human Capital)

Salena Bradford (Teacher)

Dorianna Chou (Teacher)

Leon Fisher (Finance)

Veronica Kunschik (Campus Leadership)

Dr. Michael McFarland (Superintendent)

Kim Peterson (Teacher)

Dr. Chris White (Campus Leadership)





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