

Goal 2: Cultivate a high-performing team of professionals focused on our mission and goals.

Topic: Recruitment

STRATEGIC ACTION	PERFORMANCE MEASURE	DESIRED OUTCOME
<p>By 2020, LCPS will develop a recruitment program that will assist in staffing our schools and other departments within the School Division as well as attract a diverse applicant pool.</p>	<p>Established sourcing plan with components that include social media outlets, targeted use of online job boards and record of events with LCPS Personnel presence</p>	<p>FY16 Baseline Host 6 local fairs for staffing and have a Personnel Department presence at between 25 and 35 college/university fairs and community events.</p>
		<p>FY17 Develop sourcing plan that will evaluate and increase, where advisable, LCPS media presence.</p>
		<p>FY18 Expand LCPS's recruiting presence on social media and other online job boards.</p>
		<p>FY19 Develop recruiting presence in community outreach activities.</p>
		<p>FY20 Analyze LCPS's use of other recruitment advertising strategies,</p>

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		such as radio and print advertisements, and eliminate or enhance based on analysis.
	Established employee referral program with plans for expansion	FY16 Baseline No referral system.
		FY17 Develop and implement a candidate referral system.
		FY18 Add a referral component targeting new employees.
		FY19 Add a referral component targeting student teachers.
		FY20 With resources, maximize technology tools to track referrals hired.
	Completed plan to increase diversity in teaching force and evidence of training completion	FY16 Baseline No formal plan exists.
		FY17 Work with consulting services to develop a plan to create a more diverse teaching force and build a network of recruiting resources for diverse talent including colleges/universities, local

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		<p>organizations and national non-profits. Provide training for hiring managers on unconscious biases.</p>
		<p>FY18 Provide training for key interview committee members on unconscious biases. Work within the Department of Personnel Services and with school and division hiring managers to increase diversity on hiring committees. Develop relationships with college and university education programs (including Historically Black Colleges and Universities and Hispanic Serving Institutions) that have historically yielded large numbers of new hires to LCPS.</p>
		<p>FY19 With resources, expand unconscious bias training to additional individuals who typically serve on interview panels. Evaluate current onboarding program(s) to support diverse talent.</p>
		<p>FY20 With resources, work with program sponsors, counselors, and principals</p>

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		to make recommendations for diversifying participation in Educators Rising and Teacher Cadet programs. Establish trainers within the School Division to train new hiring managers and interview committee members on unconscious biases.
	Increased percentage of student teachers interested in remaining in LCPS	FY19 Increase the percentage of student teachers participating in job fairs and interview events by 5%.
		FY20 Increase the percentage of student teachers participating in job fairs and interview events by 5% from FY19.
	Established candidate care, early hire, and long-term recruiting program	FY19 With resources, implement a candidate care program aimed at retaining early hires and connecting with student teachers.
		FY20 Develop continued contact program for Educators Rising and Teacher Cadet students.