

Personnel Committee

March 16th, 2021
Michael McCaffrey




Goals


1. Goal 1: Support new-to ACLC Facilitators
2. Goal 2: Review & revise hiring process steps to ensure equity through consistency of experience for all participants
3. Goal 3: Increase applicant pool for all available positions.


Measurement

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| 1. <u>Goal 1:</u> Support new-to ACLC Facilitators |  | 1. <u>Goal 1:</u> Increase rates of staff retention (in comparison to average of last 5 years) |
| 2. <u>Goal 2:</u> Review & revise hiring process steps to ensure equity through consistency of experience for all participants |  | 2. <u>Goal 2:</u> Unanimous approval of hiring process from hiring committee + HR and Executive Director |
| 3. <u>Goal 3:</u> Increase applicant pool for all available positions. |  | 3. <u>Goal 3:</u> Increase % of teachers of color on our teaching staff |

Progress

1. Goal 1: Support new-to ACLC Facilitators 

Goal 1: Calendared check-ins with Mike and Dave, regularly scheduled meetings
Summer new hire orientation lead by staff
2. Goal 2: Review & revise hiring process steps to ensure equity through consistency of experience for all participants 

Goal 2: Theresa Quigley (HR manager) led implementation of revised process - candidates will now experience same pre-screening, demo lesson, and interview process
3. Goal 3: Increase applicant pool for all available positions. 

Goal 3: Paid advertisement with Carney Sandoe, math and science agencies, additional college job fairs & education departments
-Advertising with Niche.com to elevate school profile
-Still working on updating hiring page of new ACLC website

Next steps

By the end of this year and moving to next year...



- Increased structural (built in) supports for new-to-ACLC facilitators via formal and informal meetings / check-ins
 - a. Staff Survey twice/year
- Implementation and review of newly outlined hiring practices and processes via Theresa Quigley (HR Director)
- Increase in staff diversity

Questions?