

# Human Resources and Professional Development Board Presentation

Feb 18, 2020



# 2019-2020 Human Resources

- Establish a better division of labor in the HR department in order to improve productivity and speed the hiring process, especially as it relates to the hiring of substitutes. **Goal Met.**
- Working with Technology Department to better utilize current HR software in order to process applications faster. **Goal continues to be met.**

# 2019-2020 Human Resources Continued:

- Working with technology to better utilize a number of reports currently available to HR in order to track multiple areas including:

- Attendance
- Observations
- Diversity

Goal Met –

- Length of time a job posting takes to fill.

Goal Met\*

- Continue to attend university job fairs and make connections and establish partnerships with universities and colleges.

Goal Met-

# 2020-2021 Human Capital Needs

# TECHNOLOGY and CAMPUS SECURITY MONITORS

- **A Preschool Technician**
- **A Network Administrator (District)**
- **1 additional Full Time preschool campus monitor**
- **A Part time campus monitor for every building in the district**
- **1 Existing campus monitor per building summer hours total of 9 for summer 2020.**
- **Increase overtime budget for campus monitors.**

# SAMSEL

- **1 Full time Nurse**
- **1 Full Time Grade 4/5 Teacher**
- **1 STEM Teacher**

# DISTRICT

- **2 K-3 Math ASI Teachers**
- **1 ELL Teacher**
- **1 Multiple Disabilities Teacher**
- **1 Speech Therapist**

# MIDDLE SCHOOL HIGH SCHOOL

- **1 Special Education Teacher Mathematics (SMS)**
- **1 Special Education Teacher Language Arts (SMS)**
- **1 Unified Physical Education Teacher (SWMHS)**

# TRANSPORTATION

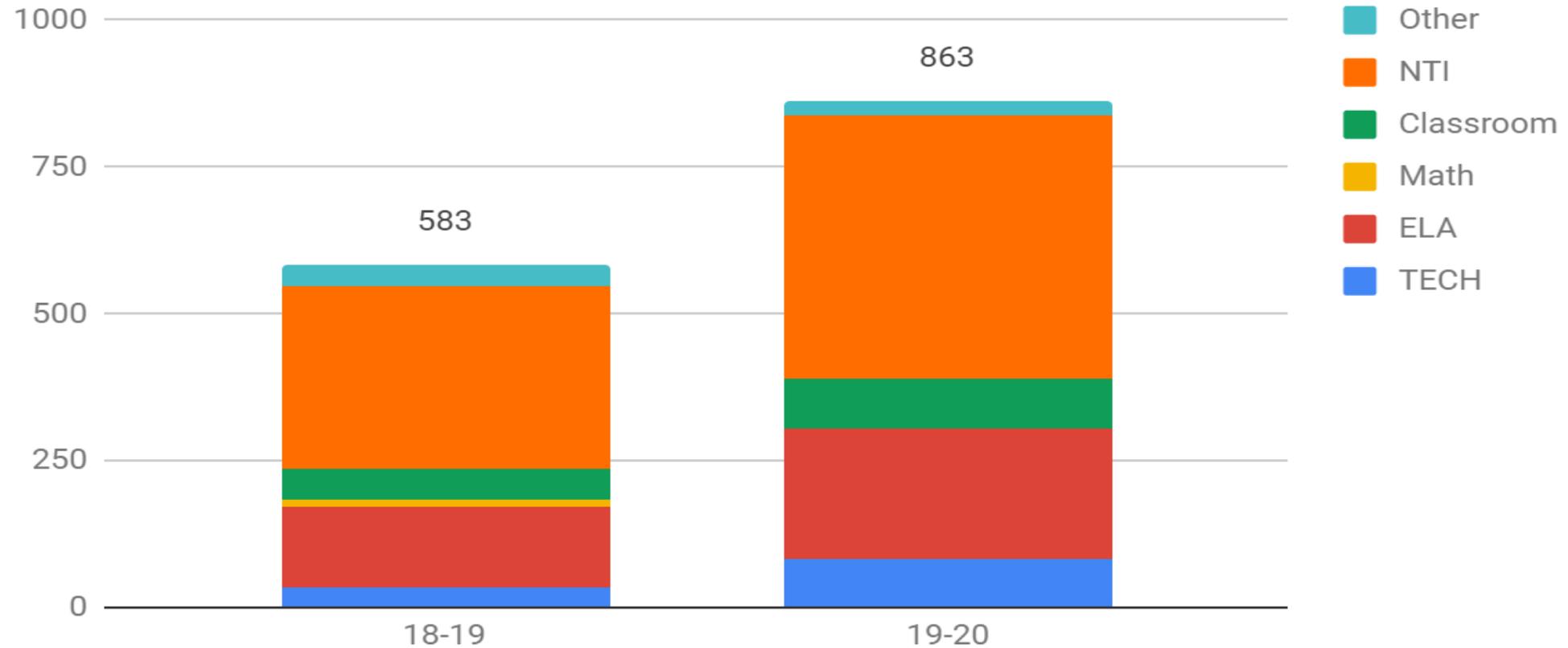
- **1 Mechanic (District)**
- **1 Safety Officer (District)**

# 2019-20 Professional Development

- Sayreville University
  - Beyond SU
- New Teacher Institute
- Teacher Resource Center
  - Parent University
- Teacher Leader Network
  - Leadership Academy

# Sayreville University

## SU Student Enrollment (through March)



Comparison of categories by year

# Sayreville University – Teacher Feedback

*“This was one of the best workshops I have ever attended. It was full of things I can use in my everyday life at school.”*

*“It was terrific and can be used immediately in the classroom!”*

*“Very practical workshop! Hands-on throughout, excellent time to “get to work” and begin applying what I learned, and many ideas for implementation! Truly enjoyed it.”*



# Beyond the Doors of SU

## **District-Wide:**

- CPR
- NJDOE Mandated
- Playworks
- Administrator Book Clubs
- Professional Learning  
Communities
- Drop-In Trainings
- Individual Teacher Support

## **SMS Specific:**

- Medal of Honor
- Link It
- Student Engagement
- Moby Max

# Beyond the Doors of SU

## **Special Services-Specific:**

- McKinney Vento
- Project Read (K-8)
- CPI

# New Teacher Institute

- Orientation – “Elementary Day”
- Year 3 “Roundtable” Successful Continuation (implemented 18-19)
- Year 4 “Best Practices” Instructors
- NTI: After Hours (monthly)
- Year 5 Our First Graduating Class
- Monthly Roundtables in Each Building (Facilitated by Mentor Coordinators)
- Annual End-of-Year Celebration – June 11, 2020

# Teacher Resource Center:

- To Re-Open September 2020
- Resource Library Operational



# Parent University

Possible “Parent EdCamp” Currently under Discussion

The image shows a grid for a Parent EdCamp. The grid has two rows of sessions and eight columns of topics. The topics are numbered 1 through 8. The sessions are labeled 'Session 1' (10:10 - 10:30) and 'Session 2' (10:40 - 11:00). The grid is filled with colored sticky notes: yellow for the topic headers, red for Session 1, and orange for Session 2. Below the grid is a logo for 'THE UNIVERSITY FOR LEARNERS' and a sign that says 'Parent Edcamp'.

	1	3	5	6	7	8
Session 1 10:10 - 10:30	Red	Orange	Red	Orange	Red	Orange
Session 2 10:40 - 11:00	Orange	Red	Orange	Red	Orange	Red

 Parent Edcamp

# Teacher Leader Network

- NJDOE Teacher Leader Network – Cohort 3
  - Guest Group Leaders for NJDOE Cohort 4 Workshop
- Sayreville Cohort 1 – Chronic Absenteeism
  - Advisory Board
  - Teacher Leaders from Each Building
  - Developing Systems for Each Building to Address and Prevent Chronic Absenteeism
- Planning Stages for Induction of Cohort 2

# Leadership Academy

Purpose –  
To  
Support  
&  
Guide  
Aspiring  
Administrators



# Leadership Academy

- Into cohort three 2019-2020
- Have successfully placed people from cohorts 1 and 2 into administrative positions in the district.
- Continue to work with all three cohorts and future cohorts focusing on issues as they relate to administration since priorities in administration continue to change focus.

# What's Next? 2020-21

- Establish New Location – Grand Opening!
- Develop Comprehensive Substitute Training Program
- Revamp Paraprofessional Training
- Evaluate Program Needs:
  - Sayreville University – Expand Class Offerings, Extend Offering from Outside Presenters, Focus on Secondary Workshops, Continue to Increase Attendance
  - New Teacher Institute – Summer Orientation, Increase Year 4 Participation
  - Teacher Leader Network – Cohort 2, DOE Collaboration

ANY  
QUESTIONS?

