

# Human Resources and Professional Development Board Presentation

## February 21, 2023



# GOALS 2022-2023

The district will work to become part of a collective partnership working together to attract progress and retain diverse talent at every level across the district. (ON GOING)

Identify and help eliminate overt or implied discrimination and/or bias in the district through open communication, inclusive collaboration, and transparent commitment to evolving in the manner in which we work together. (ON GOING)

Develop and implement recruitment and retention practices designed to build a diverse, inclusive, and engaged faculty and staff that reflect the values and core principles shared by the district and greater community. (ON GOING)

# HIGHLIGHTS OF HR

- Pre-School (Selover)
- Restructured HR Department
- 2021-2022 and 2022-2023 salary approvals
- Successful Research Partnership with Kean University
- Partnership with colleges and universities for student teachers and educational interns

# GOALS 2023-2024

The district will continue working to become part of a collective partnership working together to attract progress and retain diverse talent at every level across the district.

Identify and help eliminate overt or implied discrimination and/or bias in the district through open communication, inclusive collaboration, and transparent commitment to evolving in the manner in which we work together.

Develop and implement recruitment and retention practices designed to build a diverse, inclusive, and engaged faculty and staff that reflect the values and core principles shared by the district and greater community.

# Personnel Needs 2023 -2024



# Staff Needing to be Replaced

- Elementary Teachers (5)
- High School (1)
- Middle School (4)
- Samsel (3)
  
- Paraprofessionals (2)
- Custodians (1)
- Secretary (1)

# New Staff

- Currently all new staff has been cut from the budget
- As discussed in all presentations each department has a number of new positions they would like
- Prioritizing new hires should money become available

# PROFESSIONAL DEVELOPMENT





# Summer Learning Series - 2022

- Moderate Success – In person versus last year online courses
- Best attended - K-5 based regarding existing programs and facilitated by Sayreville Educators and Administrators.
- District also provided an optional CPI training session that received full attendance by our staff members.
- Teachers were paid according to the number of hours in attendance

# Year in Review

- 5 days of new teacher orientation was successful in the welcoming of over 65 new certificated staff members to the district.
- September
  - Completed the state mandatory suicide prevention training (in-person)
  - Initial and refresher CPI courses were provided
  - Pre-K staff participated in the new district initiative of Tools of the Mind PD
- November
  - Annual district wide PD Day – first in person PD day since the pandemic
  - Partnered with almost 30 outside presenters
  - 50 Sayreville District professionals provided PD to their colleagues

# Year In Review

- Community Outreach Series
- January
  - Completed transition of Teacher Resource Room and PD Room from Selover to Samsel
- March - May
  - Reintroducing Thirsty Thursdays – Focused PD specific to grade levels
- June 6
  - PD Day 2.0