



Human Resources Update

October 17, 2023





Recruitment & Retention:

Hire and keep high-performing individuals who are relentlessly focused on improving student learning and raising student achievement.



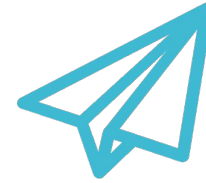
Systems:

Improve transactional HR procedures and protocols to more effectively and efficiently provide service to BUSD employees.



Capacity:

Build talented staff through training and professional development that is personalized, empowering and adaptive.



Communication:

Increase opportunities to share with and to hear from staff about needs, priorities, and successes.



Goal:

Expand the focus of Human Resources from one of process and protocol to one of service and talent strategy.



Getting to Our Goal:

Service

Improvement

Impact



How does data inform our practices?



What patterns and trends do we need to address?



How are we identifying, monitoring and measuring our impact?

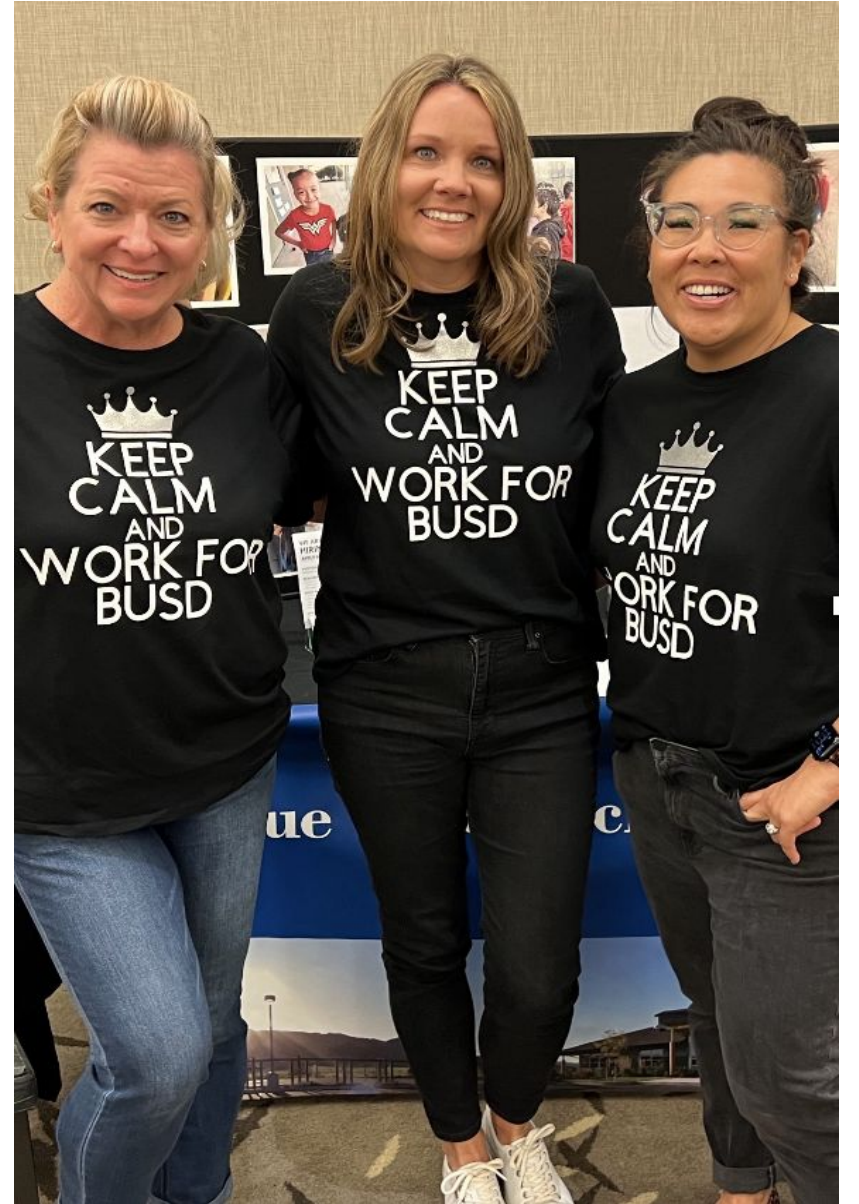


Where are opportunities for effectiveness and efficiency?

Item	2022-2023	2023-2024
Employee Assistance Program Referrals	6	1
Interactive Process	4	1
Investigations	3	0
New Hires	67	55
Public Record Requests	9	2
Staff on Special Permits	2	9
Uniform Complaints	5	0
Verification of Employment	68	7
Workers Comp Claims	29	3



Recruitment and Retention





Recruitment and Retention

Used to be...	And now...
Hiring cycles mirrored the employment year	Hiring cycle should correlate to teacher preparation programs
Classified and certificated hiring occurred on a staggered cycle alleviating workload constraints	Classified and certificated hiring throughout the year pressurizes HR operations
Candidate pools were robust and there was not significant competition from private sector*	Candidate pools are depleted (especially in hard to fill positions) and private sector has fewer constraints to incentivize*

*Also applies to Substitutes



Systems



Bellevue Union Elementary School District Select an Application

Absence Management *formerly Aesop*

Frontline Central

Recruiting & Hiring *formerly AppliTrack Recruit & Fit*

Time & Attendance *formerly VeriTime*



Bellevue Union School District

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This document has been prepared by Human Resource for the purpose of answering the most frequently asked questions about CSEA Local 501 Successor Tentative Agreement Article 21: Classification and Reclassification position classification.

Staff should contact Human Resources for further information if there are questions regarding position classification which are not answered in this document.



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Solicitud de empleo clasificado

UN EMPLEADOR QUE OFRECE IGUALDAD DE OPORTUNIDADES

Los candidatos son considerados para todos los puestos sin distinción de raza, color, religión, sexo, nacionalidad, edad, estado civil o condición de veterano, o la presencia de una condición o discapacidad no relacionada con el trabajo.

FORMACIÓN LABORAL

Puesto para el que presenta su candidatura _____ Fecha: _____

¿Está afiliado alguna vez al Sistema de Jubilación de los Empleados Públicos de California? Sí NO

FORMACIÓN PERSONAL

NOMBRE (LAST, FIRST, MIDDLE): _____

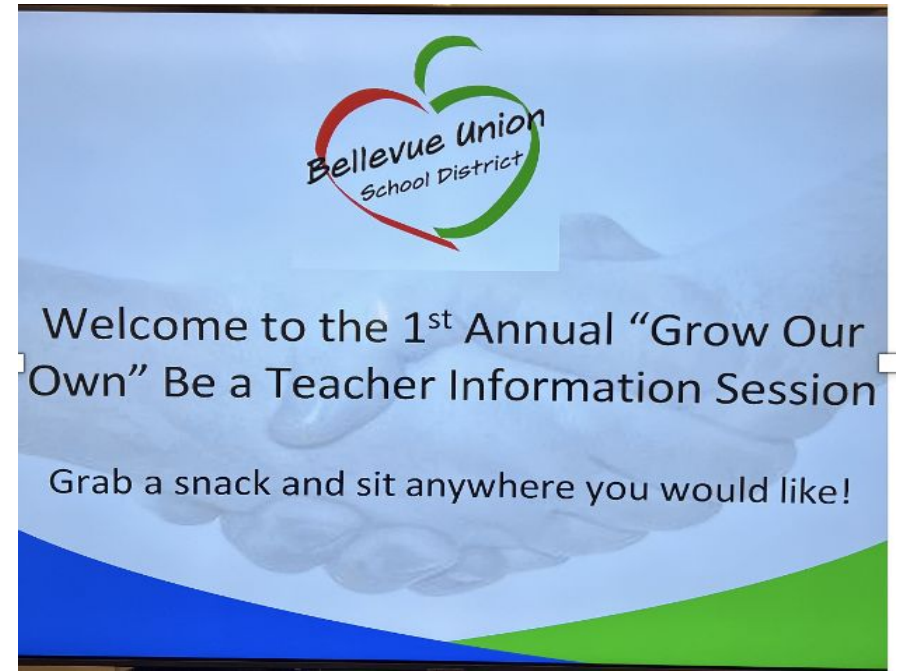
DIRECCIÓN: _____

TELÉFONO: _____ EMAIL: _____

Los puestos de nivel inicial no requieren experiencia previa. Si tiene experiencia laboral previa, indíquela aquí:



Capacity

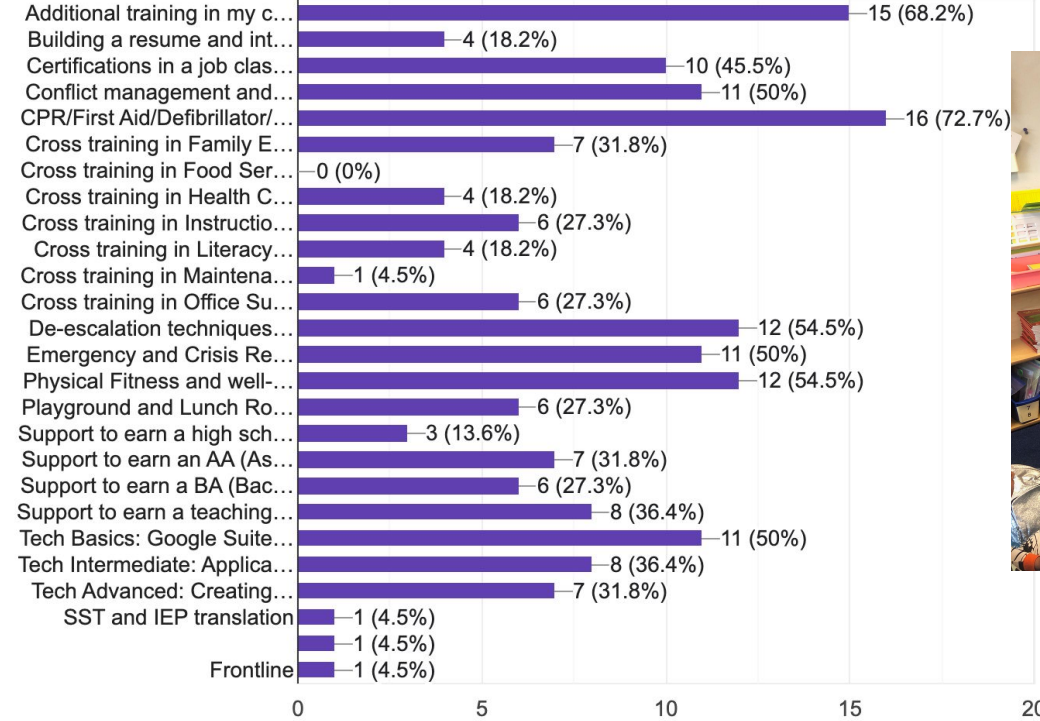




Communication

Mark all that apply:

22 responses



Bellevue Union School District Human Resources Updates March/April 2023



- Interest and need surveys
- Monthly Newsletter
- Site visitations

Topics in this issue:

- Frontline Absence Approvals: Classified Staff
- Health Reminder: Dealing With Seasonal Allergies
- Learning the Lingo: Classification
- Mental Health and More: Practicing Self Care
- Reasonable Assurance Letters
- Reminder: Submit Salary Schedule Advancement Request form
- Summer School Employment Opportunities for Classified Staff



Next Steps

- Expand implementation of Focus Areas
- Develop reliable data collection, monitoring and assessment
- Increase partnerships and allies
- Align work of HR with BUSD Strategic Plan/LCAP
- Model best practices



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