

# TALENT RECRUITMENT, RETENTION, AND DEVELOPMENT

Our greatest resource is our people. Our goal is to recruit and retain extraordinary educators. Central to this theme is our belief that every ECPPS employee will have the opportunity to grow professionally based on their personal learning goals.

## Strategies:

Increase investments in marketing, recruitment, and retention of under-represented employees at all levels of the district to reflect our student population and demographics.

Develop and implement a comprehensive marketing strategy using a variety of platforms to recruit new employees.

Create a pipeline of educators and school leaders by investing in new and innovative methods for staff to gain certification and licensing in high-demand and difficult to fill positions.

Develop career pathways that expand the reach of excellent educators through advanced teaching roles.

Foster a culture throughout the district of shared responsibility for student success.

Provide access to relevant professional development for all employees.

Expand the Emerging Leaders Program to include future cohorts of leaders.

Promote safe and healthy learning environments that foster joy and wellness for staff and students.

Provide an industry-leading, competitive and comprehensive, employee benefits package.

Intentionally celebrate success and recognize employee accomplishments and contributions.

Provide comprehensive and confidential mental health and counseling services to all staff through the Employee Assistance Program to promote employee well-being.

Revise and enhance formal and informal evaluation systems so that all employees receive growth feedback relevant to their specific position and job responsibilities.