

State of the HR Department

Ms. Adena Walker
Chief Human Resources Officer





**Student
Success in All Areas**

**The CSD Student
Experience: Preparing to
Lead a Better World**



**Building and
Sustaining an Engaging
and Inclusive Culture**

**The CSD Cultural
Experience: Connections,
Culture, and Community (C3)**



**Cultivating and
Retaining High-Quality
Professionals**

**The CSD Staff Experience:
From Hire to Retire**



**Organizational
Effectiveness and
Excellence**

**The CSD Sustainable
Experience: Future Ready
Classrooms**

New Hires: By the Numbers

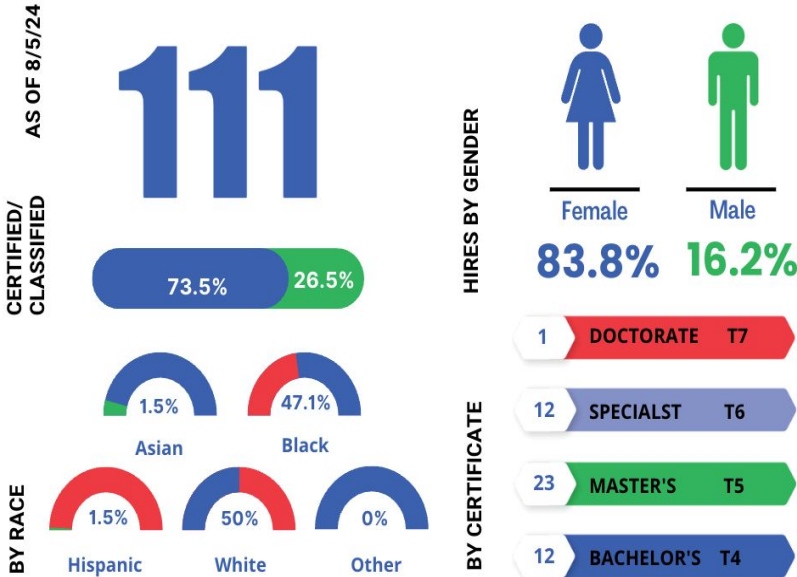
FY25 vs FY24



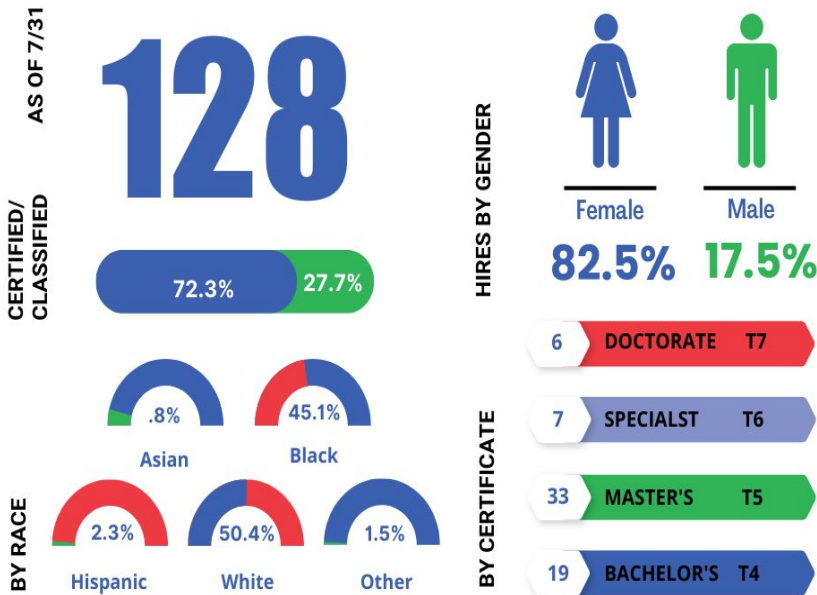
FY25

FY24

NEW HIRES BY THE NUMBERS



NEW HIRES BY THE NUMBERS



CSD at a Glance: By the Numbers FY25

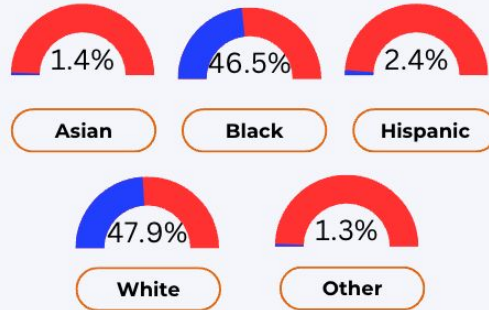


CSD STAFF

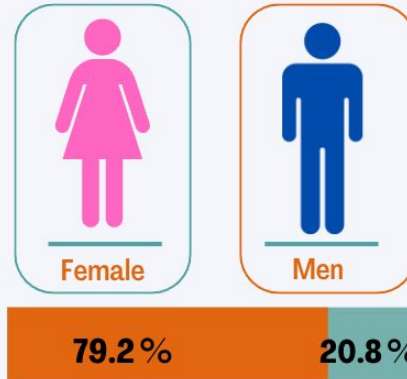


Demographics

BY RACE



BY GENDER



Total Employees

889

as of 8/5/2024

FY25 Classroom Teachers

By Race

- Asian - 1.2%
- Black - 26.1%
- Hispanic - 3.1%
- White - 67.6%
- Other - 1.7%

By Gender

- Female - 78.7%
- Men - 21.3%

By Cert Level

- Bachelor's - 18.2%
- Master's - 54.5%
- Specialist - 17.7%
- Doctorate - 3.9%
- Provisional/Waiver - 5.74% (24)

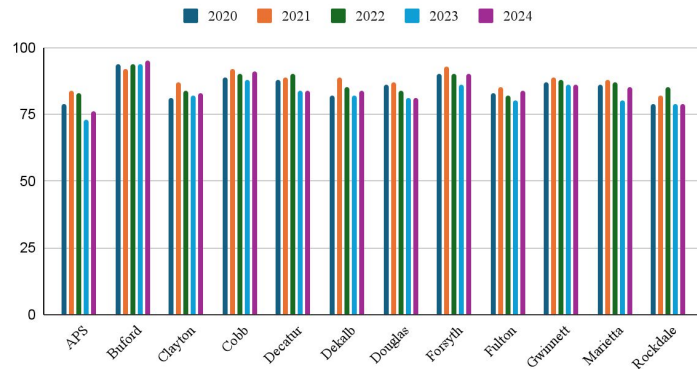
Staff Retention



FY24 Retention Rate 84%

FY23 - 84%
FY22 - 90%
FY21 - 89%
FY20 - 88%

FY24 Metro Resa Retention Rates (%)



Source: <https://georgiainsights.gadoe.org/Dashboards/Pages/EducatorPipeline-Teachers.aspx>

Retention Efforts

- Competitive Compensation
- Professional Pathways - University Partners Day
- Relevant Professional Learning
- Partnerships with Like-Minded Organizations
- Robust Induction Program for New Teachers
- MRESA partnership to retain SPED educators
- Emerging Partnerships with Post-Secondary Institutions
- Teacher Engagement Surveys
- First-Year Forum - New Teacher Focus Group





Areas of Strength - Teachers



UPBEAT

Global
Cluster
Comparison

■ % Not at all ■ % A little bit ■ % Some ■ % Quite a bit ■ % A tremendous amount

- **Q17: 91% of teachers said** lack of planning time contributed **Not at All/A Little Bit** in their decision to leave the district.



- **Q15: 79% of teachers said** challenges with classroom management contributed **Not at All/A Little Bit** in their decision to leave the district.



- **Q3: 79% of teachers said** poor benefits contributed **Not at All/A Little Bit** in their decision to leave the district.





Areas of Growth - Teachers

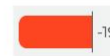


UPBEAT

Global
Cluster
Comparison

■ % Not at all ■ % A little bit ■ % Some ■ % Quite a bit ■ % A tremendous amount

- **Q2: 50% of staff said** low pay contributed **a tremendous amount/quite a bit** in their decision to leave the district.



- **Q1: 41% of staff said** poor work/life balance contributed **a tremendous amount/quite a bit** in their decision to leave the district.



- **Q7: 35% of staff said** lack of trust with leaders contributed **a tremendous amount/quite a bit** in their decision to leave the district.



Employee Performance Management



- Policies and Employee Handbook
- Progressive Disciplinary Matrix
 - Staff Discipline
 - Consistency and Accountability
- Leadership Training
- Evaluations/Observations
 - Evaluation Manual
 - Evaluation Timeline
 - Weekly Observations Updates



Progressive Disciplinary Matrix Human Resources

Please refer to district policies, operating guidelines, Code of Ethics for Educators, CSD employee handbook, and applicable state and local guidelines.

CSD follows a progressive disciplinary process; we expressly reserve the right to escalate disciplinary procedures (including separation of employment) at any time based on the specific situation and business conditions. The final outcome must be determined based on specifics of the case obtained through the fact finding process and should consider escalating and mitigating factors as outlined in relevant guidelines.

Variations to the recommended violation levels are annotated with a (-) or (+) of suggested action in the Violation section.

Formal Corrective Action Progression for failure to meet general duties, responsibilities, and expectations* which must be documented on the [Employee Performance Management Record](#).

Key	Description	Level of Action
Verbal Warning (V)	<p>A verbal warning is a disciplinary measure where the supervisor has a documented conversation with the employee about an issue involving their behavior, conduct, or job performance. It is usually the very first step of the disciplinary process.</p> <p>A copy of this warning notice will remain with the supervisor's employee file. It will be forwarded to HR if/when additional disciplinary steps are taken.</p>	First Level
1st Written Warning (W)	<p>A 1st written warning is issued after a verbal warning is used. This written disciplinary measure is to warn an employee of their actions in the workplace, general conduct, and the potential consequences if the employee does not remedy their behavior.</p> <p>A copy of this warning notice will be placed in the employee's personnel file.</p>	Second Level
Final Written Warning/Suspension (FW/S)	<p>A final written Warning is the last attempt given to their employee for misconduct in their behavior or poor performance. Final written warnings are given to the employee after the verbal warning or one or two subsequent employee warnings have been given to the employee. This step in the progressive disciplinary process runs concurrently with suspension.</p> <p>A copy of this warning notice will be placed in the employee's personnel file.</p>	Third Level
Letter of Direction (LD) Certified Staff (Code of Ethics)	<p>A Letter of Direction is issued to certified employees based on a violation of the Code of</p>	Any level depending on the

Human Resources 2023 (AW)

Human Resources Aligns with 5-Year Strategic Plan - What's Coming?

- Compensation Reform (Continued)
- Expansion of University Partnerships
- Clear Pathways for "Grow Your Own"
- Retirement for Employees (3%)
- Basic Life Insurance (\$10K)
- Partnership with Governor's Office of Student Achievement (GOSA)

HR Staff Professional Growth

- Women of Color Educational Collaborative Cohort
- Human Capital Certification
- HR Staff - SHRM or PHR certified



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Questions?

