HR Strategic Initiatives

Develop and implement a recruiting and retention program in order to recruit and retain a high-quality staff with diverse cultural representation.

A diverse, high quality staff increases student achievement by:

- Enabling Reynoldsburg's student population to interact and identify with adults from a vast array of cultural backgrounds and experiences
- Providing all students with adults who are role models for diversity, acceptance, achievement, encouragement and support
- Promoting global awareness within the culture and climate of the entire District
- Consistently providing students and families the highest quality educational experiences
- Fostering positive staff morale and promoting retention
- Attracting and retaining "expert teachers" and committed, highly competent administrators and staff

ACTION STEPS		2019–20	2020–21	2021–22	2022–23	2023–24
1	Revise and increase consistency of interview process for all positions	→				
2	Develop a comprehensive HR Recruitment Plan	→				
3	Implement HR Recruitment Plan	→				
4	Assess impact of Recruitment Plan and revise as needed	→	→			
5	Survey teachers regarding incentives and possibilities	→	→			
6	Develop a process to gather data from staff as they leave the District	→				
7	Consistently revisiting our new teacher orientation prior to start of each school year	→	→	→	→	→
8	Increase purposeful administrative interactions with non-instructional staff	→				