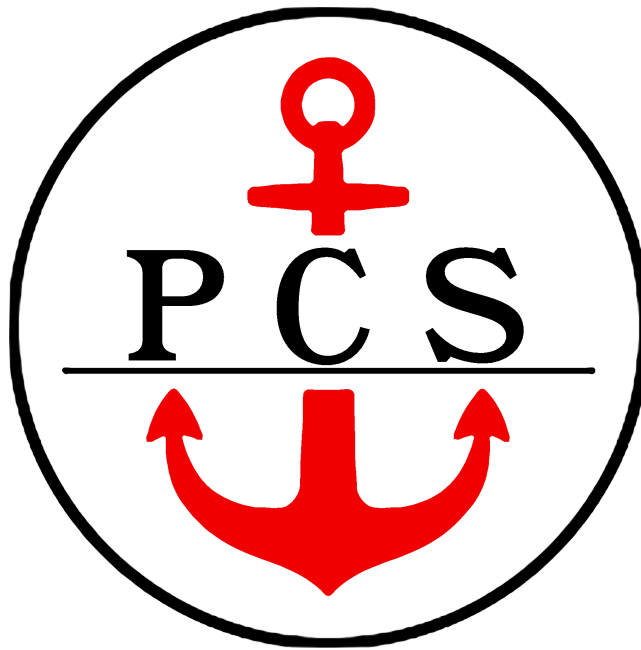


Powell County School District



Recruitment & Retention Plan

MISSION

The mission of the Powell County School System is to commit to preparing and inspiring all students to be life-long learners who are self-sufficient, responsible, and productive members of our community

VISION

Our vision for student success is one in which we develop our students into learners who embody the 4Cs of the Powell County Schools' Learner Profile as they shape their future as Collaborators, Communicators, Contributors, and Critical Thinkers.

PURPOSE

The Powell County District Recruitment and Retention Plan serves as the blueprint for hiring and retaining employees in the Powell County School District. The goal is to attract, develop, and retain highly qualified teachers and staff at our schools and across the district. Highly qualified and dedicated employees who are focused on educating the whole child is the key to student success. The Powell County District is dedicated to recruiting the best employees for all positions.

MEMBERS OF THE TEAM

The Powell County School District is committed to employing the best candidates for our students and must possess the following qualities:

- ***Collaborator***
 - Respectful
 - Open-Minded
 - Inclusive
 - Responsible
- ***Communicator***
 - Adaptable
 - Attentive
 - Empathetic
 - Purposeful
- ***Contributor***
 - Committed
 - Engaged
 - Motivated
 - Self-Aware
- ***Critical Thinker***
 - Ambitious
 - Curious
 - Innovative
 - Resilient

RECRUITING AND RETAINING OUR BEST PEOPLE



RECRUITMENT & RETENTION

- **Position Advertising**
 - Kentucky Educator Placement Service (KEPS) position posting
 - District webpage
 - District Facebook page and other available social media
 - Community flyers with QR code featuring current available positions
 - District and school bulletin boards
 - Local college and university partnerships and job fairs
 - KDE Co-Op job fairs
- **Competitive Compensation**
 - Annually review district salary scales and salary scales of neighboring school districts to ensure salaries remain competitive
 - Additional Stipends for hard-to-fill positions
- **Additional Benefits**
 - Paid maternity leave in addition to the minimum requirements
 - Sick & personal leave compared to other districts
 - Child Care
- **Community Support**
 - Local business discounts for staff
 - Tourism Opportunities/Red River Gorge
 - Housing assistance and partnership with local rental companies and real estate agencies

STAFFING

- The district will ensure all positions are filled with qualified staff at all levels.
 - Certified Positions
 - Must meet certification requirements
 - Staff holding initial/provisional or professional certificates receive preference
- The Employee Handbook will be reviewed and revised annually
- Ensure a smooth hiring process from start to finish
 - *The Hiring Process Flowchart is located at the end of this document*

PROFESSIONAL LEARNING

- **Research-Based and Intended Results**
 - Improved student engagement and performance
 - Strengthening educator/staff skills and practices
 - Increased instructional effectiveness
 - Collaborative learning communities
 - Data-informed decision-making

- ***Personalized and Relevant***
 - May vary among schools, grade levels, content areas, and staff needs
 - Aligned with district and/or school improvement plans
 - Relevant to current position and/or leadership growth
- ***On-Going***
 - Professional learning is continuous and can be tailored to meet the needs of teachers and staff.
 - Staff will be supported and have the opportunity for coaching, implementation, and feedback.

CULTURE AND CLIMATE

- ***Safe and Supportive Environment***
 - Student and Staff Safety is the number one priority for the Powell County School District and will be achieved through
 - Open communication
 - Strong leadership and commitment
 - Clear policies and safety protocols
 - Secure facilities
 - District Police Force
- ***Trust and Transparency***
 - Open, honest, and consistent communication
 - Leading by example
 - Fostering mutual respect and inclusivity
 - Clear expectations and accountability
- ***Connection and Belonging***
 - Ongoing collaboration through shared purpose and decision-making
 - Fostering mutual respect and inclusivity
 - School/District Involvement
 - Professional Learning Communities
 - Staff Extra-Curricular Events

Equal Employment Opportunity

No person shall be subjected to discrimination regarding employment, retention, promotion, demotion, transfer, or dismissal because of race, color, religion, sex (including sexual orientation or gender identity), genetic information, national or ethnic origin, political affiliation, age, disabling condition, or limitations related to pregnancy, childbirth, or related medical conditions.

Powell County District Hiring Process Flow Chart

- Vacancy created by resignation, reassignment, termination, or new position approved by the board.
- School Principal or Department Supervisor submits a requisition to post a position.
- Requisition approval flow is followed and the job is posted by the Human Resource Department



- Applications are collected and screened by the Human Resource Director
- Applications that meet job requirements are then available to the School Principal and/or Department Supervisor
- Hiring Committee for the position will then establish interview date(s) and time(s)



- Applicant is selected and School Principal or Department Supervisor recommends the employee for hire to the Superintendent
- Once approved by the superintendent, the HR Department establishes date and time for onboarding paperwork and new hire training



- Upon a successful background check, a contract is developed, signed by all parties, and submitted to payroll
- New hire information is sent to the Chief Information Officer and DPP to establish email, IC and other employee accounts.
- Teachers are enrolled in the New Teacher Academy