HUMAN RESOURCES DEPARTMENT

Priority Statement:
The Human Resources Department is committed to attracting and retaining quality staff by cultivating a values-driven culture where people want to work and choose to stay.

Picture of Success:
The district consistently maintains a high retention rate of highly qualified staff and provides a strong pool of qualified candidates to fill vacancies. All employees recognize the district as a place of trust in leadership, job satisfaction, connection, and opportunity for growth.

Goals & Metrics:
GOAL #1: ATTRACT AND MAINTAIN HIGHLY QUALIFIED CANDIDATES

- Annual teacher attrition will remain at or below 10%, while the percentage of qualified teachers leaving prior to retirement or promotion will show a year-over-year decrease.
- The percentage of highly qualified staff in each department (Finance, Human Resources, Operations, Communications, and Curriculum & Instruction) will be less than or equal to 10%.

GOAL #2: ENSURE A POOL OF HIGHLY QUALIFIED APPLICANTS FOR CERTIFIED AND CLASSIFIED STAFF

- Using SY2026 data, the human resources department will establish a baseline from which the number of qualified certified applicants in the certified pool will increase by 5% each year.
- Using SY2026 data the human resources department will establish a baseline from which the number of qualified classified applicants in each pool (paraprofessionals, bus drivers, custodians, nutrition, clerical staff) will increase each year by 5%.

GOAL #3: STAKEHOLDERS SPEAK POSITIVELY ABOUT THE DISTRICT AS A GREAT PLACE TO WORK

- As measured by the GA Climate Teacher Survey Number 51 and Staff Survey Number 26, at least 80% of current teachers/staff respond that their immediate professional plans are to “stay at my current school”.
- As measured by the GA Climate Teacher Survey Number 14 and Staff Survey Number 8, the percent of teachers/staff responding as “ extremely/very satisfied” with their job grows and does not fall below the current percentage of 70% for teachers and 79% for staff.
- As measured by the GA Climate Teacher Survey Number 16 and Staff Survey Number 10, the percent of teachers/staff responding with “ almost everyday/1 or 2 times a week” when asked how often they look forward to going to work grows and does not fall below the current percentage of 83% for teachers and 89% for staff.