

Human Resources Department Santa Barbara Unified School District

April 2013



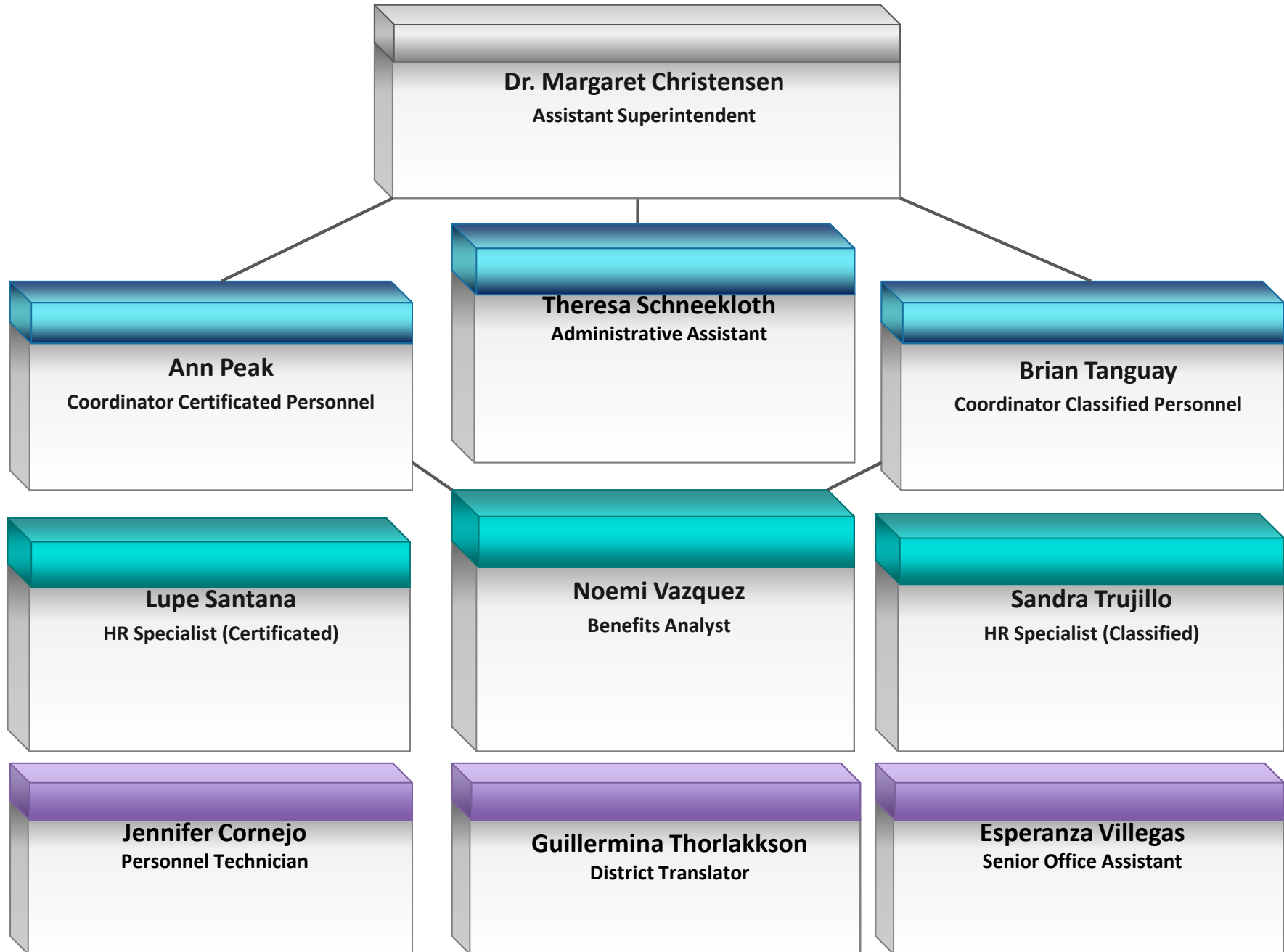
“Supporting A Community of Learners”



Human Resources Team



Human Resources Department



District Mission Statement

To ensure the educational success of all students through high expectations and a commitment to excellence and to empower them to reach their full potential as responsible, ethical and productive citizens in a diverse and changing world.



Human Resources....

“Supporting a Community of Learners”

HR Mission:

To *guarantee* the educational success of all students by recruiting, hiring, and retaining highly qualified educators, classified staff, managers, and administrators.



District Core Belief and Commitment Statement

We will effectively and transparently manage our financial and human resources to support our educational goals.



Human Resources

“Supporting a Community of Learners”

CORE BELIEFS

The effectiveness of the classroom teacher is the single and most important factor in student achievement, followed by an effective principal.

Providing exemplary service to every person is fundamental to our mission.



Human Resources

“Supporting a Community of Learners”

COMMITMENTS

1. To model the highest ethical and professional standards.
2. To consistently balance the needs of the District and our employees.

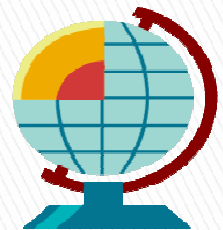


Human Resources

“Supporting a Community of Learners”

COMMITMENTS

3. To hold ourselves accountable to the organization and to one another for the quality of our work.
4. To engage in ongoing professional learning to improve our collective practice.



Recruiting

Strategic Plan Action Steps 3C, D, E

Developing relationships with Institutions of Higher Learning (IHE)

Establishing minority recruiting goals

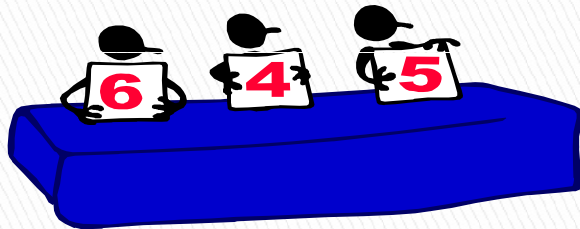
Expanding online application requirements (Edjoin)



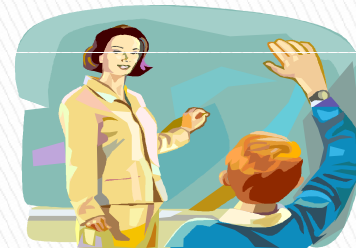
Hiring

Strategic Plan Action Step 3E

Interview Panel



Lesson Presentation



Hiring

Strategic Plan Action Step 3E

HR Process
Completion



Proficiency
Examinations for
Classified Staff



Retaining Quality Employees

Strategic Plan Action Step 3 A, B, E

Professional Learning

Personnel Evaluation Systems/PAR



Retaining Quality Employees

Strategic Plan Action Step 3 A, B, E

Employee accountability

SAVE

Collaboration with SBTA/CTA/CSEA



Provide Staff Continuous Learning

Strategic Plan Action Step 3E

Develop and implement improved practices in recruitment, hiring, and retention of teachers (Annually)



Provide Staff Continuous Learning Strategic Plan Action Step 3F

Establish a partnership for an Administrative Services Preliminary Credential (Tier 1) with SBCEO (Within 2 years)

Master and doctoral cohort partnership with UCSB (Within 2 years)



Provide Staff Continuous Learning

Strategic Plan Action Step 3F

Identify and support wellness practices for district employees. (Within 2 years)



Provide Staff Continuous Learning

Strategic Plan Action Step 3A

- ▶ **Develop an evaluation system that reflects the need to increase the percentage of high-performing teachers/bilingual teachers. (Annually)**
- ▶ **Reduce the number of low-performing teachers. (Annually)**
- ▶ **Continue and expand support for Peer Assistance and Review (PAR) and teacher induction program. (Annually)**



Provide Staff Continuous Learning

Strategic Plan Action Step 3C

- ▶ **Develop and implement new partnerships with all local colleges and universities re: teacher education programs. (Within one year)**
- ▶ **Explore partnership with the new SBCC Center for Life Long Learning (Within one year)**



Embrace Diversity as a Strength

Strategic Plan Action Step 12A

Develop a “grow your own” plan to recruit, inspire, retain, and support a motivated, capable faculty, staff, and administration that reflects the diversity of our schools and community. (Within one year)



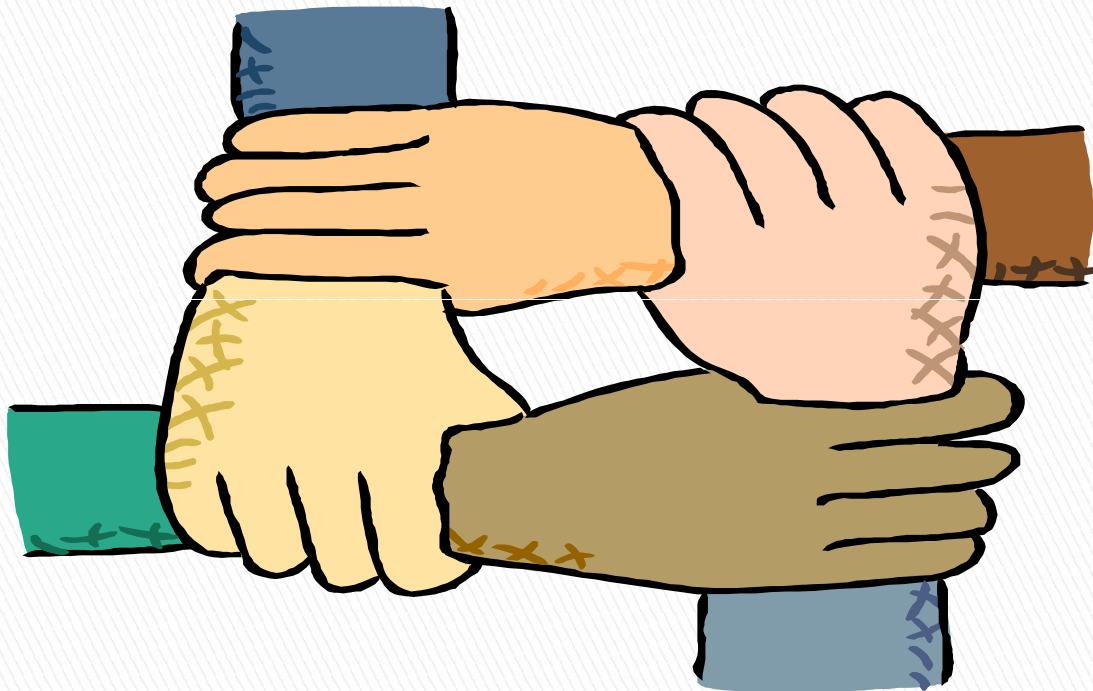
Embrace Diversity as a Strength

Strategic Plan Action Step 12

- ▶ **12G: Begin implementing the “grow your own plan.” (Within 2 years)**
- ▶ **12H: Ensure a faculty, staff, and administration that reflects the diversity of our schools and community. (Within 2 years)**

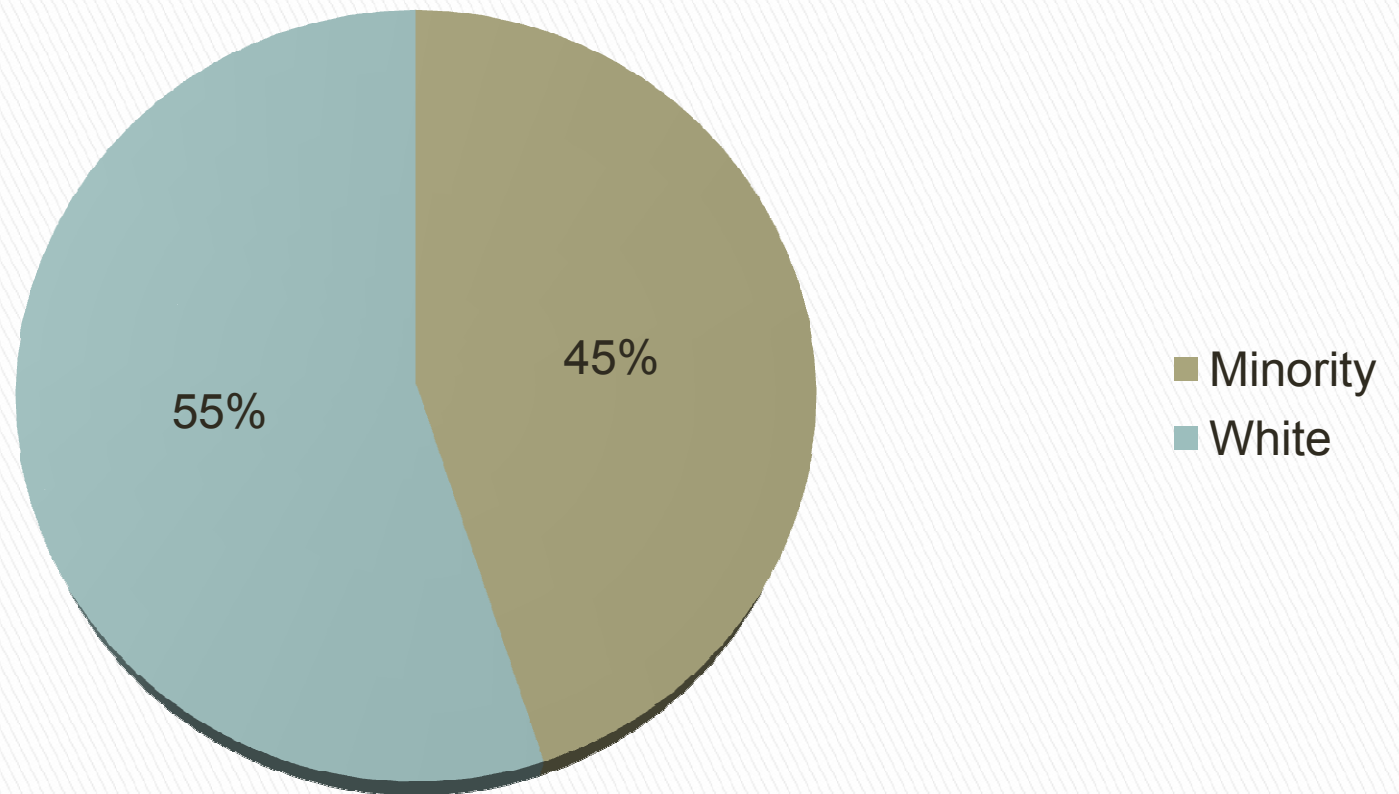


Embracing Diversity....



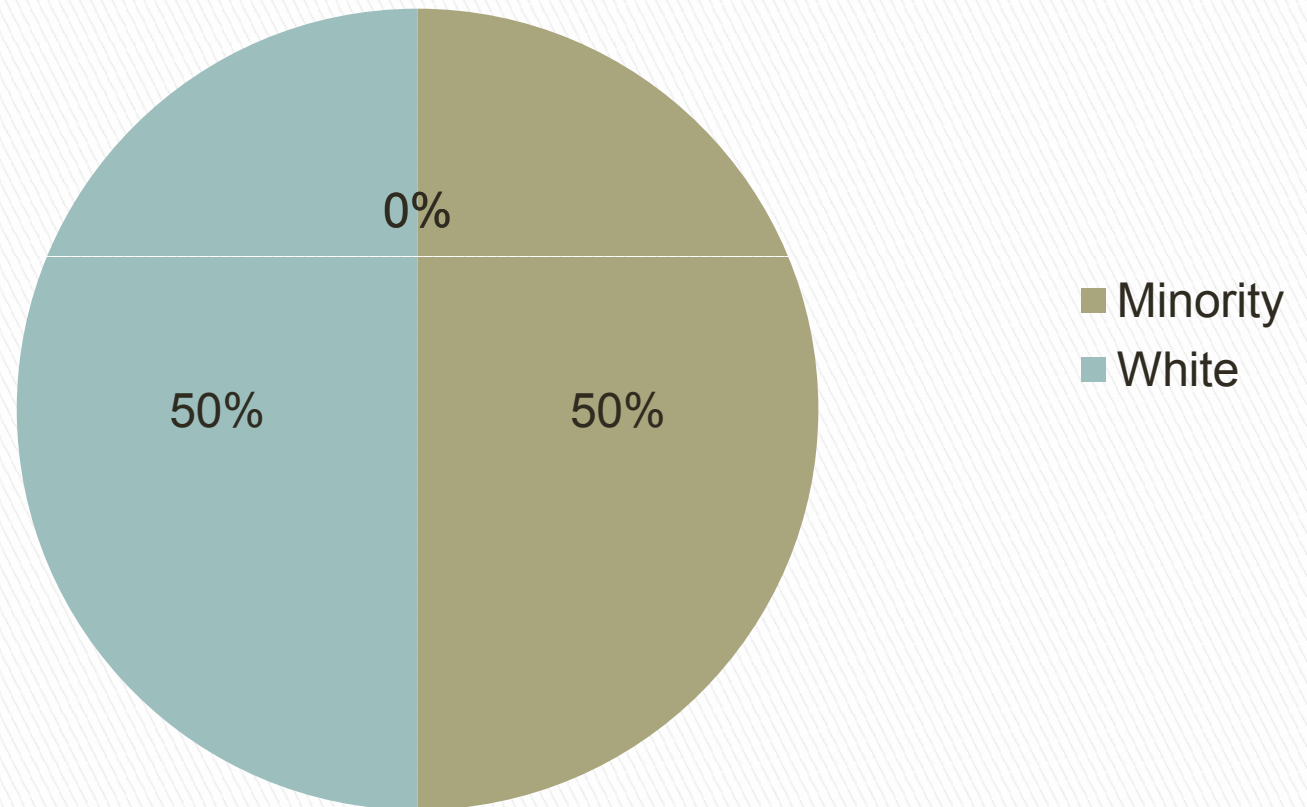
Santa Barbara City Demographics

As of 2010 Census



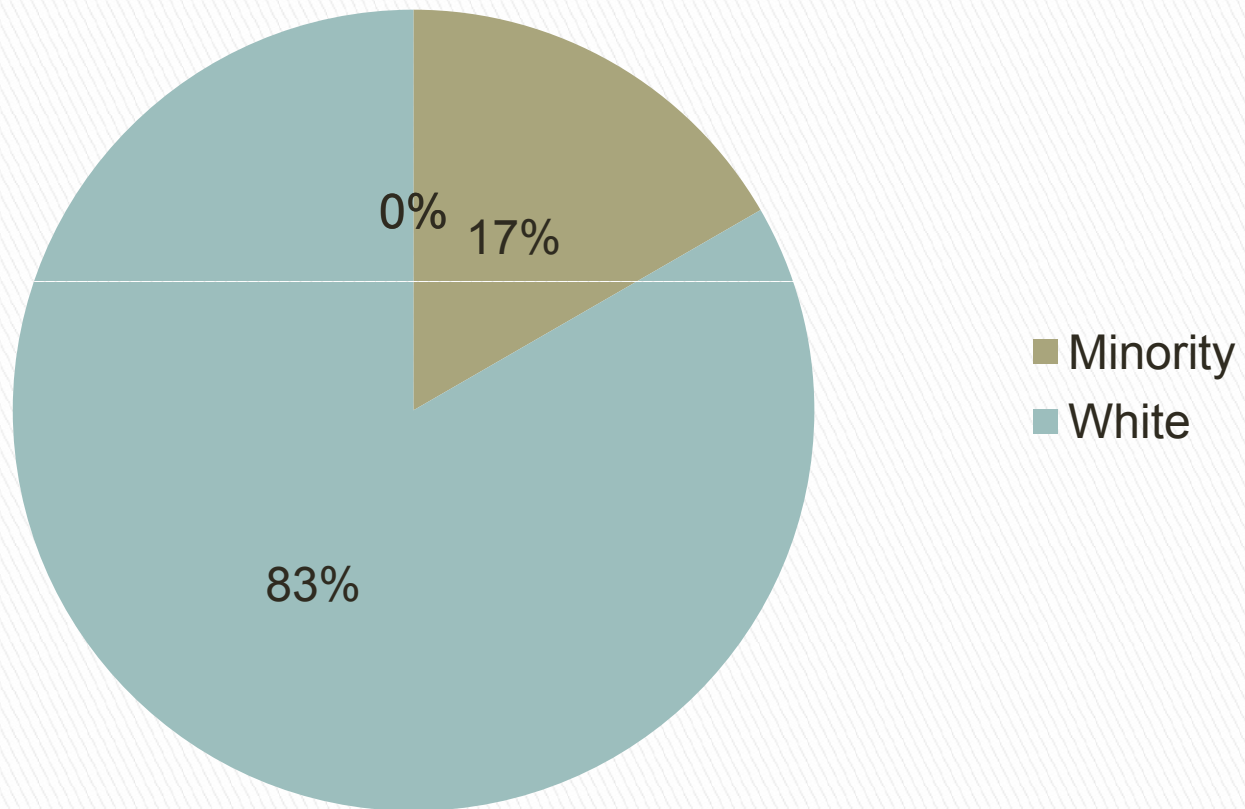
2012-2013 Hiring

Certificated Management



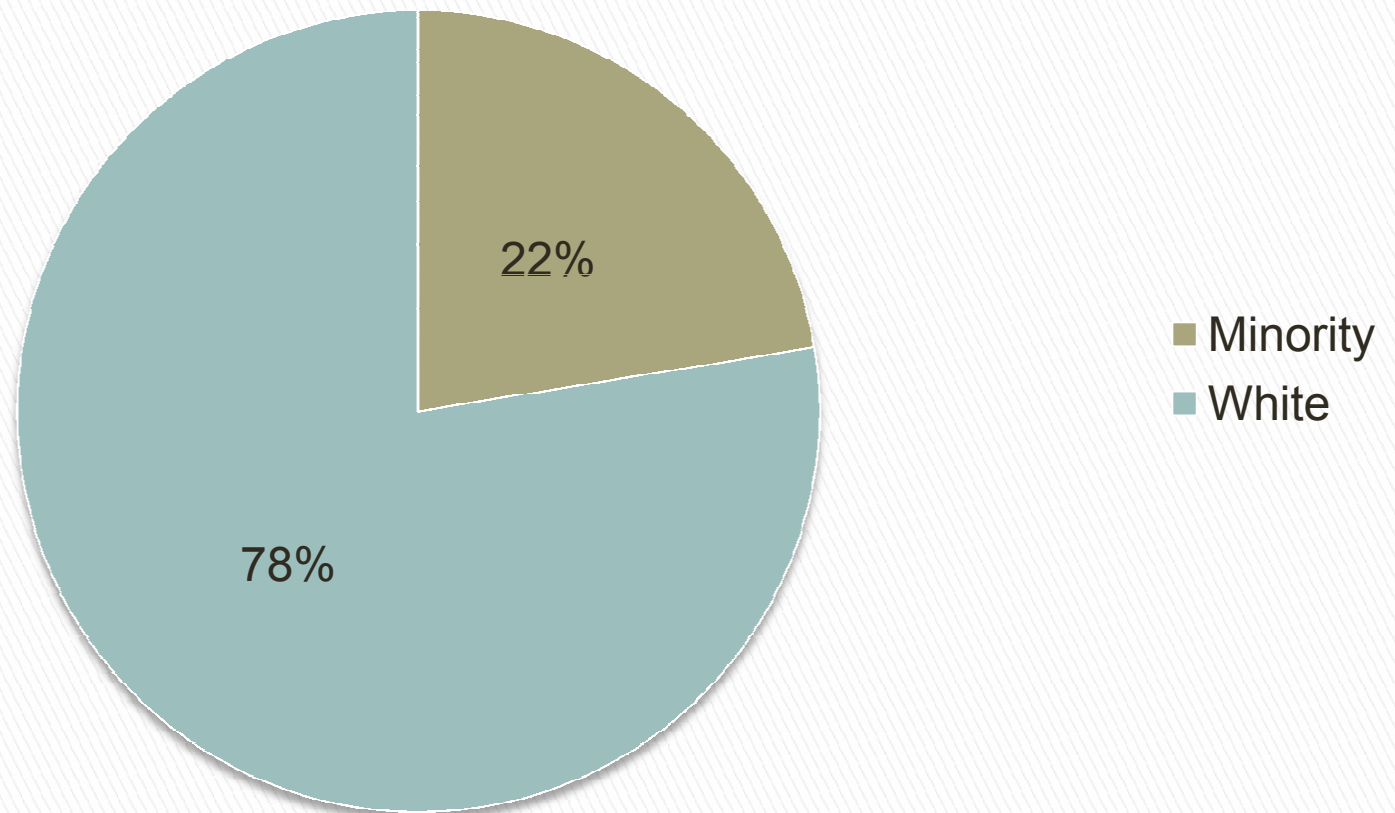
2012-2013 Hiring

Classified Management



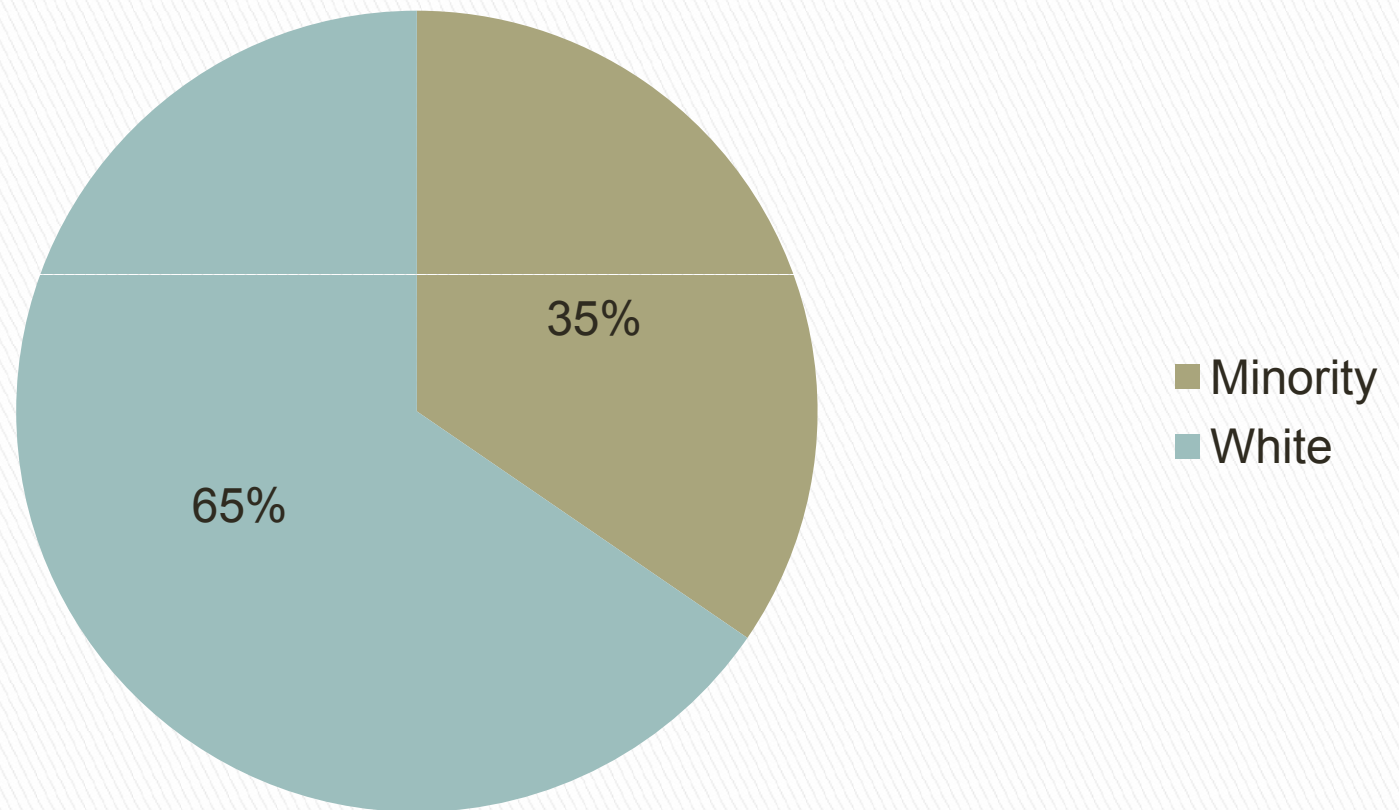
2012-2013 Hiring

Certificated Staff



2012-2013 Hiring

Classified Staff





Provide Staff Continuous Learning

Strategic Plan Action Step 3F

- **** Create a Leadership Institute for new and aspiring administrators. (Within 2 years)
- **** Collaborate with SBTA to create a career pathway for teacher leaders. (Within 2 years)
- **** Work with SBTA to change compensation to reward post-credential credits and graduate degrees in content area. (Within 2 years)



“Supporting A Community of Learners”



