



Talent Management System

The Talent Management System addresses the people who work for the district, how these individuals are able to bring their skills, knowledge, and beliefs to help the district achieve its mission for educating students, and how they continue to grow professionally to support the district over time. Research on effective practices for talent management identifies five key areas of focus for the effective practices of this system. Districts first establish an operational plan, and then focus on recruiting, selecting, and placing staff. Once in the district, talent management focuses on developing, engaging, and supporting staff. The district has systems in place to retain and advance staff, and to evaluate staff. The efforts of the Talent Management System support both the collective efficacy of district personnel and the district vision and mission.

Operational Plan

1. The district establishes a talent management team with operational expertise and multiple perspectives.
2. The talent management team identifies necessary and desired talent management processes to support the district's vision and mission.
3. The talent management team identifies beliefs, competencies, skills, and certifications needed for various staffing positions.
4. The talent management team uses data and feedback to continuously improve processes related to the talent management system.

Recruiting, Selecting, and Placing Staff

5. The talent management team establishes processes and networks to effectively recruit staff to the district.
6. The talent management team establishes a selection and placement process for the identified beliefs, competencies, skills, and certifications to align with district needs.
7. The talent management team supports the development of aspiring educators through instructional programming in K-12, community outreach, and partnerships.

Research-Based Practices

Developing, Engaging, and Supporting Staff

8. The talent management team engages staff through structured learning experiences and community-building opportunities.
9. The talent management team provides multiple mentorship structures and learning opportunities to support staff.
10. The talent management team provides job-based professional learning for staff that is differentiated to individual needs.
11. District and building leaders utilize instructional coaching within a broader professional learning system to provide individualized support to educators and leaders.

Retaining and Advancing Staff

12. The district provides career growth and leadership opportunities to its staff.
13. The district utilizes contract structures and incentives to attract and retain staff.

Evaluating Staff

14. District and building leaders evaluate educators and staff based on identified role-based competencies and outcomes.
15. The district has processes and structures to efficiently isolate and remove ineffective educators and staff.