



## Talent Management System - *Retaining and Advancing Staff*

The district utilizes contract structures and incentives to attract and retain staff.

### PRACTICE 13

#### PREPARATION (Indicator 13a - Focusing on Compensation Systems for Retention)

##### GETTING AWARE

The talent management team reviews existing policies and practices of the district to attract and retain staff, as well as recommendations and evidence-based strategies for such incentives. If staff recruitment and retention are significant issues for the district, the team conducts a problem-solving protocol to evaluate past practices and to determine potential root-cause issues for improvement.

##### GETTING READY

The talent management team reviews root cause issues to identify potential strategies for improvement and reviews them using the Hexagon Tool to determine readiness and fit. The team identifies whether strategies require contractual changes or changes in policy and practice, and develops an implementation plan. The team develops a proactive communication plan addressing these strategies.

#### PROGRESS INDICATORS

##### GETTING STARTED

The district designs and implements an incentive structure in the negotiated contracts and salary structure for educators in high-needs areas.

##### GETTING BETTER

The district designs and implements incentive structures, leadership roles, and special projects to retain staff. The district works with the local education association and other organized staff groups to incorporate such structures in staff contracts.

##### KEEP IMPROVING

The district designs and implements incentive structures, leadership roles, and special projects in staff contracts to retain and attract staff. The district seeks leading strategies from the field and community support to regularly update incentives and incorporates contract language that allows for such modifications.

## PREPARATION (Indicator 13b - Focusing on Gathering Teacher Feedback for Retention)

### GETTING AWARE

The talent management team inventories and reviews perception data the district may have around attracting and retaining staff. The team explores strategies for gathering data through surveys, interviews, and reviews of community and networking practices of the district, including exemplars of practices that may align with perceived needs from informal communication with staff.

### GETTING READY

The talent management team reviews information-gathering strategies and pilots strategies with selected staff. The team reviews methods of gathering feedback from district personnel to identify ways to gather data where none has been collected and determines priorities for data collection on practices from different audiences. The team develops a plan for data gathering and review around incentive policies, and works with education association representatives to gather data from membership in proactive ways.

## PROGRESS INDICATORS

### GETTING STARTED

The talent management team gathers information about staff through “stay surveys” and exit interviews for determining priorities for staff retention.

### GETTING BETTER

The talent management team gathers staff perspectives through surveys and interviews to inform support and incentives. Representative staff are included in committees to develop and communicate retention strategies.

### KEEP IMPROVING

The district implements incentive structures in contracts, leadership roles, and special projects to retain staff. The district uses community-building practices including teacher collaboration and networking, specialized professional development, and other programs to retain staff.

## RESEARCH REFERENCES FOR THIS PRACTICE:

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