



Talent Management System - *Operational Plan*

The talent management team identifies necessary and desired talent management processes to support the district's vision and mission.

PRACTICE 2

PREPARATION (Indicator 2a - Focusing on Alignment of Process to District Mission)

GETTING AWARE

The talent management team maps out existing processes used in the selection and hiring process and identifies if and where beliefs, skills, competencies, experiences, and certifications are reviewed or tracked in the process. Where there are gaps, district leaders develop possible strategies for capturing such information at different stages of the hiring process.

GETTING READY

The talent management team identifies qualities in potential candidates and maps out the complete hiring process, which includes multiple strategies at each stage (i.e. document reviews, interviews, and performance tasks). The district pilots a variety of review processes with current staff to see which strategies capture comprehensive, valid, or useful information to improve and refine the process.

PROGRESS INDICATORS

GETTING STARTED

The talent management team develops processes for recruitment, selection and hiring, development, and evaluation that address the district's vision and mission.

GETTING BETTER

The talent management team ensures that each process of the system deliberately addresses the district's vision and mission, and is reviewed periodically to ensure that each process has measurable outcomes that demonstrate a positive impact on the mission and goals of the district.

KEEP IMPROVING

The talent management team embeds a review component within each system process that has measurable outcomes aligned to the district's vision, mission, and goals. Processes are reviewed annually (or semi-annually) to ensure they are addressing staff needs identified through a district needs-assessment process.

PREPARATION (Indicator 2b - Focusing on Compliance in Processes)

GETTING AWARE

The talent management team reviews state and federal laws pertaining to hiring practices and reviews hiring considerations in contracts with the local education association or other unions. The team explores research-based processes used in similar districts in the state that would be subject to similar compliance requirements to identify additional options for processes.

GETTING READY

The talent management team gathers information for compliance for state and federal programs to use in reviewing any new processes being considered for implementation. The district establishes a committee (including members of the talent management team) to address state and federal program compliance. Committee members participate in regular training / professional learning specifically to address such issues.

PROGRESS INDICATORS

GETTING STARTED

The talent management team has an identified set of processes for recruitment, selection and hiring, development, and educator evaluation that are compliant with state and federal law.

GETTING BETTER

The talent management team has identified processes for recruitment, selection and hiring, professional learning and support, and evaluation that are legally compliant and based on research. The team reviews processes annually using staffing data and perceptions, staff evaluation and retention data, and other considerations to gauge effectiveness of processes.

GETTING BETTER

The talent management team reviews processes for talent management using all available data and regularly explores such processes from research literature and research-based practices. The team annually revisits each step of the process to identify gaps or barriers and identifies potential solutions.

RESEARCH REFERENCES FOR THIS PRACTICE:

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