Talent Management System - *Recruiting, Selecting, and Placing Staff*

MI Systems Support

The talent management team establishes a selection and placement process for the identified beliefs, competencies, skills, and certifications to align with district needs.

PRACTICE 6

PREPARATION (Indicator 6a - Focusing on Selection of Staff)

GETTING AWARE

The talent management team inventories the processes used for screening and selection of applicants for positions. The team reviews processes to determine which have been successful in the past and which processes need improvement. The team explores information on research-based strategies for screening, paper review, interviews, and performance tasks for selection.

GETTING READY

The talent management team draws from successful existing selection processes and potential processes identified in a review of research-based strategies to draft processes for each stage in the selection process. The team pilots potential processes with a known group of staff who might provide useful feedback on how each process specifically provides information about individual beliefs, competencies, skills, and certifications. The team uses such pilots for calibration of the review process.

PROGRESS INDICATORS

GETTING STARTED

The talent management team establishes a process for selection of staff that incorporates beliefs, competencies, skills, and certifications to determine who to offer a contract for new hires.

GETTING BETTER

The talent management team utilizes a process for selection of staff that incorporates beliefs, competencies, skills, and certifications, that utilize multiple strategies to gather this information. Each component of the process is reviewed regularly based on hiring and evaluation data for continuous improvement of the process.

KEEP IMPROVING

The talent management team utilizes a process for selection of staff that incorporates beliefs, competencies, skills, and certifications through multiple screening indicators. Data is reviewed with each individual selection process to refine the tools and protocols of the process. The team refines each factor used in the selection process. The team develops an immediate support plan for new staff based on information gathered in the selection process.

PREPARATION (Indicator 6b - Focusing on Placement of Staff)

GETTING AWARE	The talent management team inventory staff positions within the district and identify groups of positions where competencies, skills, and certification requirements are similar. The team examines potential processes for making placements on an annual basis within groups of similar competencies, skills, and certifications to allow for a balance of experience. The team examines current placements to see if potential changes in position might better address student support, academic performance, or equity considerations.
GETTING READY	The talent management team plans a placement process that incorporates beliefs, competencies, skills, and certifications as well as identified needs based on student data. The team develops a survey to gather input from current staff regarding desires for potential placements within the group in which they would be placed. The team identifies initial groups within each building or at the district level to pilot the placement process, so potential issues can be addressed before scaling across the district.

PROGRESS INDICATORS

GETTING STARTED	The talent management team separates the placement of staff from the selection process for new hires, so placement considers beliefs, competencies, skills, and certifications of all staff.
GETTING BETTER	The talent management team establishes selection and placement stages of the process that allow for building-level adjustments to placement to ensure best outcomes for students. The team establishes appropriate coaching and mentoring for new staff.
GETTING BETTER	The talent management team conducts separate selection and placement stages of the hiring process that incorporate existing staff at the building level in the placement process to ensure that new staff has an appropriate workload and support for onboarding and mentoring. Equity considerations for student learning are central to placement decisions.

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