Talent Management System - *Developing, Engaging, and Supporting Staff*

The talent management team engages staff through structured learning experiences and community-building opportunities.

PRACTICE 8

PREPARATION

GETTING AWARE
The talent management team inventories existing engagement and community-building practices within their buildings and district. The team surveys staff and seeks suggestions for strategies to support the learning climate and build community within their schools. The team explores successful strategies from similar districts.

GETTING READY
The talent management team reviews data from the inventory of past practices and surveys/interviews of staff to identify potential engagement strategies and uses the Hexagon Tool to identify and prioritize for implementation. The team develops an implementation plan for these strategies and maps out a schedule. The team identifies committees at the building and/or district level to plan and implement strategies.

PROGRESS INDICATORS

GETTING STARTED
The talent management team establishes specialized professional learning and networking experiences for staff that are new to the district/building to familiarize them with colleagues and the school.

GETTING BETTER
The talent management team establishes a year-long program of professional learning and networking for staff that are new to the district/building to familiarize them with colleagues and the school.

KEEP IMPROVING
The talent management team establishes an ongoing program of professional learning and networking with colleagues and the school, with a specific set of learning activities for new staff.

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