

Human Resources Updates

All Goals and Objectives for the Final Report Include:
collaborative efforts with Technology, Instruction, Finance,
Communications/Public Relations, and Operations Team
Members and Leaders





2020-2021 Factors for Consideration

Important to recognize the impact of the Pandemic on HR functions related to the goals and objectives in the Comprehensive plan.

The pandemic impacted the following areas:

- **Hiring**
- **Retention/Retirements**
- **Recruiting events in-person/virtual**



2016-2021 Comprehensive Plan Objectives

Objective 1: To continue to Recruit, Hire and Retain Highly Qualified Teachers and Support staff

Objective 2: Provide a compensation package designed to attract and retain highly qualified teachers and exemplary staff members that is competitive with surrounding localities.

Objective 3: Maintain class sizes at (required) or below SOQ requirements as a means to enhance the instructional outcomes for students.



1.1 Ongoing participation in recruitment fairs

1. Virginia State University (Pennsylvania)
2. University of Virginia
3. National Association of School Psychologists
4. Liberty University (on-site)
5. College of William & Mary
6. University of Lynchburg
7. Radford University
8. Longwood University
9. James Madison University
10. Millersville University
11. Virginia Commonwealth University
12. VA Association School Personnel Administration
13. Christopher Newport University
14. Salisbury University (Maryland)
15. Western Governors University
16. May 14th On-Site PGCPS Sponsored Teacher Job Fair
17. Educational Partners International Rolling Interviews, Screenings, and on-line recruitment participation
18. Pittsburg Education Recruitment Consortium (cancelled by institution)
19. Old Dominion University (cancelled by institution)
20. Hampton University – (cancelled by institution)



Objective 1: on-going recruitment & retention for hiring

Incremental increases to attract and retain teachers in all areas and in state identified critical shortage areas:

- Learning Specialists = \$2,000
(increased from \$872)
- Math for Credit Teachers = \$1,500
- CTE for Credit Teachers = \$1,500
- Paraprofessionals Providing Tube Feeding & Toileting Support = \$450

1. **Special Education**
2. Elementary Education PreK-6
3. **Middle Education Grades 6-8**
4. **Career and Technical Education**
5. **Mathematics Grades 6-12 (including Algebra 1)**
6. Science (Secondary)
7. Foreign Language PreK-12
8. **English (Secondary)**
9. Library Media PreK-12
10. Health and Physical Education

Areas of green indicate the most significant impact to PGCPS, but there are openings for all 10 areas identified by the state, with the exception of Foreign Language.

1.2 District sponsored recruitment fairs for bus drivers



On-Site
SUPPORT
SERVICES
EMPLOYMNET
EXPO

- Winter Semester (December)
- Spring Semester (April)

ADVERTISING

- Posters on Fort Lee
- Special landing page created for the SSEE
- PGCPS Website
- Fort Lee Traveler
- Prince George Journal
- Linked-In Facebook

- +Custodial Services
- +Food & Nutrition Services
- +Paraprofessionals
- +Substitute Teaching



1.2 District sponsored recruitment fairs for bus drivers... as well as all areas of support staff



**2020-2021 PGCPS recruited and filled 6 openings for bus drivers!
For 2021-2022, bus drivers are 100% staffed.**





Collaboration with Coordinator of Communications & Public Relations

for
Redesigned Media Releases

*Ads contained--
“See yourself in Prince
George” tag line and
“SSEE”
acronym was coined
for the events*

SEE YOURSELF IN PRINCE GEORGE!

SSEE PRINCE GEORGE COUNTY PUBLIC SCHOOLS
SUPPORT SERVICES EMPLOYMENT EXPO

Learn more about job opportunities within Prince George County Public Schools during our upcoming Support Services Employment Expo!

DISCOVER JOBS & CAREERS IN

FOOD & NUTRITION SERVICES SUBSTITUTE TEACHING CUSTODIAL SERVICES
PUPIL TRANSPORTATION SCHOOL PARAPROFESSIONALS ... AND MANY MORE!

TAKE THE NEXT STEP IN YOUR CAREER!
APRIL 30, 2021 | 9 A.M. - 5 P.M.



NEW LOCATION!
Prince George High School Commons
7801 Laurel Spring Road, Prince George, Va., 23875

FOR MORE INFORMATION & TO SIGN UP:
VISIT OUR WEBSITE: www.pgs.k12.va.us/SSEE



2.1 Compensation Study

Contracted Study With Evergreen Solutions, LLC (Previous Information)

- Evergreen Solutions compensation study was completed FY17 to launch efforts 
- Updated Chief Finance Officer study initiated and conducted FY20
- General Compensation Accomplishments during the 5 Year Cycle: 
 - Salary Scales revised
 - instructional staff scale revised to address disparity of percentages between steps, making them more consistent throughout
 - Regional comparison completed and ranking determined to establish goals for categories of pay adjustments to regional market
 - Conversion of all scales to include hourly rates, in addition to annual
 - a 5% increase was applied to the starting base teacher scale
 - a step “0” was added to the instructional scale so that years of service equates to the step
 - increased pay grades for school-based clerical, custodians, paraprofessionals and food service positions



2.1 Compensation Study



Continued efforts --FY21 Budget Cycle Process Included the Following Achievements Toward Compensation Improvements for the FY22 School Year:

- **Restoration of Scales** for All (from being frozen FY20 during Pandemic)
- **Adjustment of Teacher's Scale** with an increase in rank in region for each 5-year increment
- **Variable Rate Increase for Support Staff**
- **Stipend Pay for Critical Shortage Areas**
- **Severe Outlier Issues Addressed** Across the 5 Years
- Continuation of evaluating budget cycles and increasing PGCPS ranking in region for **categories of support staff positions**



3.1 Collect and analyze class size information to determine staffing requirements

- 2017-2018 and 2018-2019 class sizes were maintained at or below SOQ requirements
- 2019-2020 Added 1 FTE to maintain goal
- 2020-2021 class sizes were maintained at or below SOQ requirements
- 2021-2022 Added 1 FTE to maintain goal



Emergent Collaboration: Communications/PR and Human Resources





Emergent Collaboration: Communications/ Public Relations & Human Resources

4 Main Areas of HR PR Work:

1. Announcing Newly Hired Employees
 - +
 2. Recruitment/Hiring Events
 - +
 3. Employee Recognitions and Awards
 - +
 4. Retirement Celebrations
- = contributions to building our caring culture & climate and aid our work to retain, recruit, and hire for our PGCPS team!



HR Facebook Metrics At-a-Glance August 2020 –August 2021

	Announcing Newly Hired Employees	Recruitment/H iring Events	Employee Recognitions and Awards	Retirement Celebrations
Total Reach	26,948	63,993	91,212	7,933
Percentage of Reach	45%	22%	35%	40%

94 Human
Resource
Related
Posts!

Reach is defined as content that reaches our users and is posted on their page. Our page is healthy and growing with 6,635 likes overall.




Example 1: Newly Hired Employee Welcome & Celebrations

Post Details Reported stats may be delayed from what appears on posts

Prince George County Public Schools
August 7, 2020 · 🌟

WELCOME TO N.B. CLEMENTS, MR. SEBERA! Hit the like button and join us in welcoming Thad Sebera as the new principal of N.B. Clements Junior High School!

LEARN MORE: <https://resource.echalk.com/sr/A0PDrZf0>



4,980 People Reached **1,397** Engagements **Boost Post**

👍❤️😬 264 32 Comments 15 Shares

👍 Like 💬 Comment ➦ Share ⌵

Performance for Your Post

4,980 People Reached

436 Reactions, Comments & Shares 🗨️

319 👍 Like	238 📄 On Post	81 📄 On Shares
46 ❤️ Love	31 📄 On Post	15 📄 On Shares
1 😲 Wow	1 📄 On Post	0 📄 On Shares
55 💬 Comments	35 📄 On Post	20 📄 On Shares
15 📄 Shares	15 📄 On Post	0 📄 On Shares

961 Post Clicks

323 📄 Photo Views	52 📄 Link Clicks	586 📄 Other Clicks 🗨️
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NEGATIVE FEEDBACK

4 Hide Post **1** Hide All Posts


0 Report as Spam **0** Unlike Page

Reported stats may be delayed from what appears on posts




Example 2: Recruitment and Employment Opportunities


Post Details Reported stats may be delayed from what appears on posts





 **Prince George County Public Schools**
August 7, 2020 · 🌐

JOIN OUR TEAM! Prince George Public Schools is accepting applications for school bus drivers! Be sure to visit our website for details on this and other employment opportunities.
MORE INFO: <https://www.applitrack.com/pgsonlineapp/>



4,827 People Reached **291** Engagements [Boost Post](#)

 18 1 Comment 41 Shares

 Like  Comment  Share 

Performance for Your Post

4,827 People Reached

68 Reactions, Comments & Shares

21 Like	16 On Post	5 On Shares
3 Love	1 On Post	2 On Shares
1 Sad	1 On Post	0 On Shares
2 Comments	1 On Post	1 On Shares
41 Shares	41 On Post	0 On Shares

223 Post Clicks

18 Photo Views	41 Link Clicks	164 Other Clicks
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NEGATIVE FEEDBACK

2 Hide Post	0 Hide All Posts
0 Report as Spam	0 Unlike Page

Reported stats may be delayed from what appears on posts



Example 3: Recognitions and Awards

Post Details
Reported stats may be delayed from what appears on posts

Prince George County Public Schools

May 4 · 🌐

⋮

HIT THAT LIKE BUTTON and join us in congratulating Mr. Lin Turner, PGCPS' Coordinator of Custodial Resources for being named our 2021 Support Employee of the Year!

Mr. Turner's incredible leadership and hard work in keeping our facilities clean and safe for our school communities has been instrumental in allowing us to safely have students on-campus.

MORE: <https://www.pgs.k12.va.us/apps/news/article/1434162>

LEAD. INNOVATE. INSPIRE.

Prince George County Public Schools

PRINCE GEORGE, VIRGINIA

2020-21 DIVISION-WIDE SUPPORT EMPLOYEE OF THE YEAR

MR. LIN TURNER

Coordinator of Custodial Resources
Prince George County Public Schools

Prince George County Public Schools

PRINCE GEORGE, VIRGINIA

2020-21 SUPPORT EMPLOYEES OF THE YEAR

Stacy Maddox	L.L. Beazley Elementary
Nancy Pelter	David A. Harrison Elementary
Tiffany Howington	North Elementary
Melissa Delgado	South Elementary
Heidi Dance	William A. Walton Elementary
Michelle Bennett	J.E.J. Moore Middle School
Kira Mauer	N.B. Clements Jr. High School
Tonya Bryant	Prince George High School
Kathy Butts	Pupil Transportation
Greg Matthews	Maintenance

4,025

People Reached

921

Engagements

Boost Post

👍👎 260
42 Comments 7 Shares

👍 Like
💬 Comment
➦ Share
☰

Performance for Your Post

4,025 People Reached

453 Reactions, Comments & Shares

289 👍 Like	201 On Post	88 On Shares
84 ❤️ Love	62 On Post	22 On Shares
74 Comments	42 On Post	32 On Shares
7 Shares	7 On Post	0 On Shares

468 Post Clicks

234 Photo Views	6 Link Clicks	228 Other Clicks
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NEGATIVE FEEDBACK

1 Hide Post	0 Hide All Posts
0 Report as Spam	0 Unlike Page

Reported stats may be delayed from what appears on posts



Post Details

Reported stats may be delayed from what appears on posts



Prince George County Public Schools

July 21 · 🌐

During last week's School Board meeting, several retirees were recognized for their collective over 200 years of experience with Prince George County Public Schools!

Karen Belcher (Office Associate III, South ES, 10 years), Vickie Elliott (Guidance Counselor, North ES, 37 years), Willie Elliott (Director of Gifted and Title I, 41 years), Bonnie Pendergrass (Office Associate III, J.E.J. Moore, 42 years), Lori Poythress (ITRT, J.E.J. Moore, 39 years), and George Tucker (Head Custodian, J.E.J. Moore, 33 years)

Thank you for your dedicated service to Prince George & we wish you the best in your next adventures!



3,386

People Reached

432

Engagements

[Boost Post](#)

👍❤️👏 129

26 Comments 4 Shares

👍 Like

💬 Comment

🔗 Share



Performance for Your Post

3,386 People Reached

167 Reactions, Comments & Shares 📊

98 Like
👍 On Post **96** On Post **2** On Shares

37 Love
❤️ On Post **35** On Post **2** On Shares

1 Wow
😲 On Post **1** On Post **0** On Shares

28 Comments
💬 On Post **26** On Post **2** On Shares

4 Shares
🔗 On Post **4** On Post **0** On Shares

265 Post Clicks

77 Photo Views **0** Link Clicks **188** Other Clicks 📊

NEGATIVE FEEDBACK

2 Hide Post **0** Hide All Posts

0 Report as Spam **0** Unlike Page

Reported stats may be delayed from what appears on posts

Example 4: Retiree Celebrations & Recognitions

