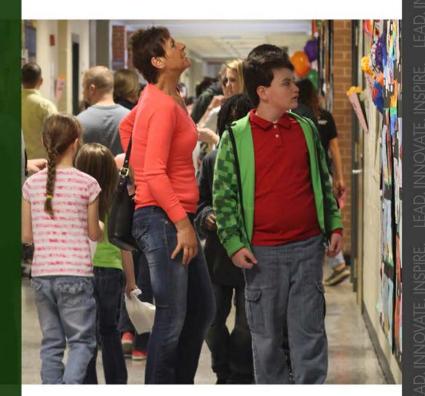


2016-2021 Comprehensive Plan Year 5 - Updates

**HUMAN RESOURCES** 







### 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
- 2. University of Virginia
- 3. National Association of School Psychologists
- 4. Liberty University (onsite)
- College of William & Mary
- 6. University of Lynchburg
- 7. Radford University
- 8. Longwood University
- James Madison University
- 10. Millersville University

- (Pennsylvania)
- 11. Virginia Commonwealth University
- 12. VA Association School Personnel Administration
- 13. Christopher Newport University
- 14. Salisbury University (Maryland)
- 15. Western Governors University
- 16. May 14<sup>th</sup> 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:

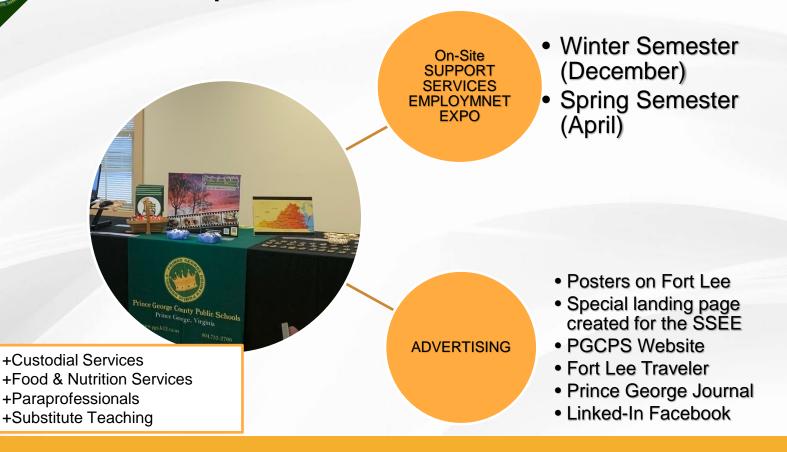
- Learning Specialists = \$2,000 (increased from \$872)
- Math for Credit Teachers = \$1,500
- CTE for Credit Teachers =\$1,500
- Paraprofessionals Providing Tube
   Feeding & Toileting Support = \$450

- 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





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

SSEE website updated with regular information

Media release distributed to partners announcing event/venue updates

Automated email (media release) sent to media in event lead-up

Facebook posts scheduled through weeks leading up to event

News story on website

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





### 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

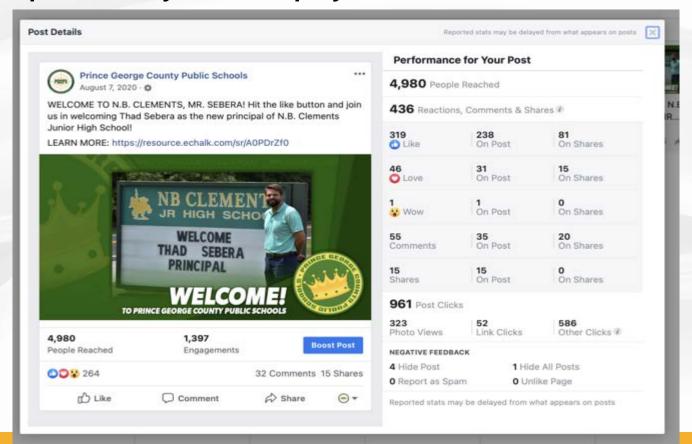
94 Human Resource Related Posts!

	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%

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.

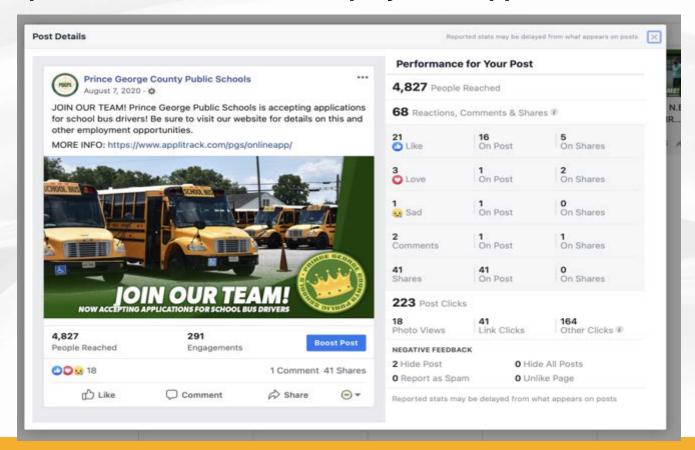


### **Example 1: Newly Hired Employee Welcome & Celebrations**



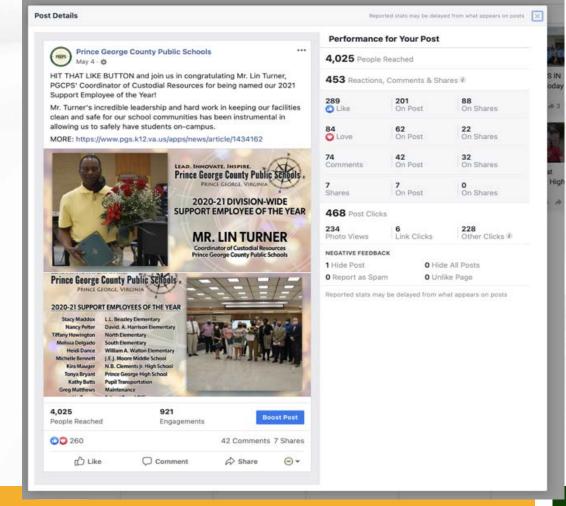


### **Example 2: Recruitment and Employment Opportunities**





## **Example 3: Recognitions and Awards**





#### Post Details

Reported stats may be delayed from what appears on posts





### Prince George County Public Schools

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	<b>432</b> Engagements	Boost Post	
<b>○○</b> 129		26 Comments	4 Shares
(Ĉ) Like	Comment	A Share	O-

### Performance for Your Post

3,386 People Reached

167 Reactions, Comments & Shares #

98	96	2
O Like	On Post	On Shares
37	35	2
O Love	On Post	On Shares
1 Wow	1 On Post	On Shares
28	26	2
Comments	On Post	On Shares
4 Shares	4 On Post	On Shares

265 Post Clicks

77 Photo Views Link Clicks Other Clicks #

### **NEGATIVE FEEDBACK**

2 Hide Post O Report as Spam O Hide All Posts

O Unlike Page

Reported stats may be delayed from what appears on posts

### **Example 4:** Retiree **Celebrations &** Recognitions



2016-2021 Comprehensive Plan Year 5 - Updates

**HUMAN RESOURCES** 

