



- Increased focus on education accountability
- Increase in contracting for services
- Demand for educational professionals is rising
- "Minority" students are beginning to form the student







Reactive

Task focus

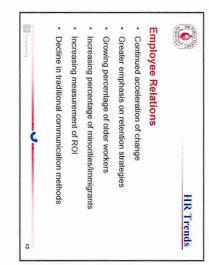
Expense

Functional

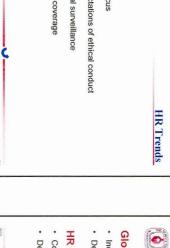
 Tactical Qualitative



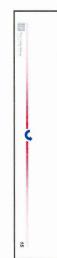








Ethics





HR technology

 Workforce optimization Workforce planning

Cost management (health care)

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HR Trends

HR Trends

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HR Trends



Cultures focusing on building accountability
Building leadership – coaching & mentoring
Workers need to upgrade skills

Restructuring and outsourcing – minimize cost and promote innovation

Training and delivery methods

 Succession planning – transfer knowledge Attraction and retention of talent – top issue Organizational Development

Emphasis on teams

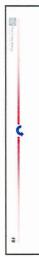


Technology and HR Management

- Rapid growth in utilizing mobile devices/wireless applications
- Heightened awareness of HR data security
- Self-service applications

Growth in e-learning

- Need for command of HR technology





Rewards - Compensation & Benefits

- Health care cost containment
- Work/life balance
- Automation of benefits and compensation
- Identify theft

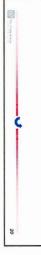




Workforce Staffing and Deployment

- Worker shortage
- Needs and wants of applicants will drive changes in practices
- Staffing role will become more complex and linked to operational performance
- Selective retention
- Planning will become standard Objective selection tools will increase







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- Healthcare concerns
- Aging workforce emergence of "Hollywood" workers
- Increase in multicultural and multiracial population shift to "multicultural majority"
- Immigration need to provide culturally relevant services
- Potential legal reform
- Education/income gaps
- Generational differences

Terrorism – HR will assume a "protectionist" role

Same-sex unions

Dramatic changes in the HR profession emphasizing alignment to organization's goals

Customer dissatisfaction

difficult to access

· Organizational structure and service delivery that is Programs, policies and practices no longer sufficiently responsive to the District's needs

The District's culture of delivering excellence in academic excellence through people









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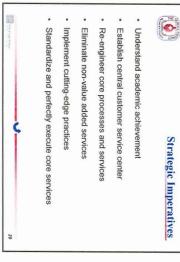
Strategic Imperatives

Focus on effective utilization of all resources

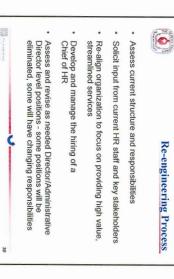
Improve customer service

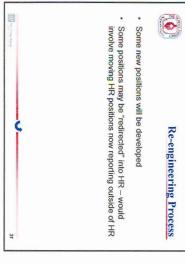






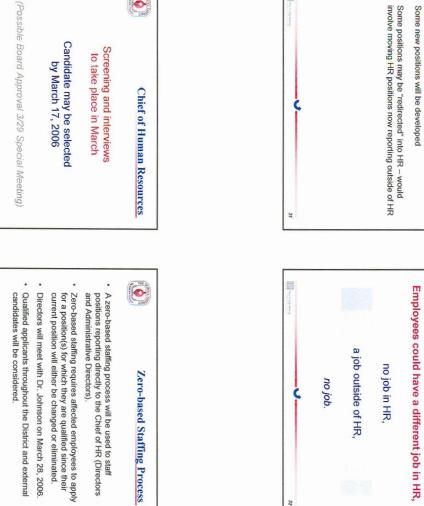
Strategic Imperatives





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How will employees be affected?



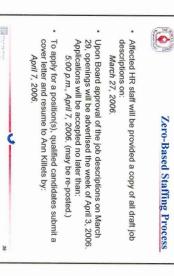
Candidate may be selected

by March 17, 2006

Screening and interviews to take place in March









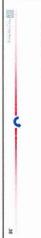
Screening Process

- Resumes will be screened for minimum qualifications by Ann Killets and The Craig Group the week of 4/10/06.
- Candidates will be notified in writing if they are screened out for an interview. Those selected for an interview will be contacted by telephone.
- Interviews will be scheduled the week of 4/17/06.
- Background checks will be conducted the week of 4/24/06.
- Candidates will be notified of the outcome of the interview process no later than 5/3/06.
- The names of the selected candidates will be submitted to the School Board on 5/10/06.



Selection Process

- All selections will be based on job-related criteria.
- The process will be conducted with dignity and respect.
- · Throughout the process, the focus will be on performance and a "can-do" attitude.
- Changes may need to be made on a staggering schedule to ensure a seamless transition.
- Throughout the process, the focus will be on ensuring overall success of the School District's mission.

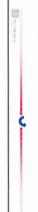


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HR Leadership Selection Process

- Interviews will be conducted by a diverse panel of internal administrators and external professionals.
- Most qualified candidates will be selected.
- · Positions may remain open if a candidate is not selected by the panel.
- Once candidates are selected, their names will be submitted to the School Board for approval.
- Successful candidates will be contacted regarding the preparation of a plan to ensure a seamless transition.



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Critical Dates

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Measuring Effectiveness

- Outrageous customer service
- Clearly understood HR vision linked to the District's
- Increased bench strength
- Reduced cycle-time

Job Descriptions will be developed and/or revised and

submitted to Board for approval on:

March 29, 2006

Conduct meeting with HR Directors and Administrative

Directors to explain new structure on:

March 27, 2006

Conduct HR Division meeting with all HR employees on:

March 30, 2006

- Management by Fact HR metrics
- Reduced cost of delivering services
- Addition of a planning function and focus on the
- attraction and retention of employees
- PeopleSoft key performance indicators





HR Activities to Date

HR Assessment

- Conducted an assessment of Human Resources
- Interviewed leadership staff, Board Members, HR employees, Principals, Assistant Principals, Union leadership, others
- Reviewed various surveys
- Researched HR trend information



