



2000-2001 Strategic Goals Evaluation



Assessment
& Research

Goal 11: SBISD will improve our recruitment, development and retention processes.

Objective 11: Maintaining high level of quality teachers.

Conclusion: Compiling data is beneficial in the development of recruitment and retention strategies, but tracking the data has been a cumbersome record keeping process. This year has been a formative year in developing database files, refining queries, installing software on campuses and training administrators to perform applicant searches. According to Dr. Virginia Leiker, every campus has participated in district-wide staff development for curriculum implementation. In 2000-2001 approximately 5,300 substitutes were called upon to release teachers for professional growth.

Method: In March 2000, the District purchased the WinOcular Applicant Tracking System which enables data to be stored in database files and extracted for comparative studies.

Results: The hiring season for Spring Branch Independent School District runs between October 1st and September 30th. During this time, SBISD accepts applications for certified positions and actively processes and interviews applicants. A screening interview was developed and has been very beneficial in substantiating an overall proficiency rating of the applicant's basic knowledge in four key areas. By utilizing this rating, written references, job history and other significant data, campus and department administrators can effectively select the most qualified candidates prior to scheduling campus and department level interviews. Additional information such as how an applicant is recruited (job fairs, Internet, student teachers, etc.), certification areas with the highest needs, areas of the country that produce a high number of teachers willing to relocate and other pertinent information is also critical for selection and retention purposes.

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This year has been a formative year in developing database files, refining queries, installing software on campuses and training administrators to perform applicant searches. Due to the ongoing development and refinement of the database files, the capability of extracting data will be limited this hiring season. Comprehensive data will be available for review at the end of the 2002-2003 hiring year. This information will be advantageous in planning, recruitment, and retention efforts by tracking applicant data and new hire information, thus supporting the goal of hiring and maintaining quality teachers.

According to Dr. Virginia Leiker, staff development in math strategies and literacy have been the focus for the past year. Every campus has participated in district-wide staff development for curriculum implementation. In 2000-2001 approximately 5,300 substitutes were called upon to release teachers for professional growth.

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Summary	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	Goal 6
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