

RECRUITMENT & RETENTION

Current efforts to build and maintain a robust workforce



HELLO FRIENDS,

I'm Sarah

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"Your employees are your company's advantage. They are the ones making the magic happen - so long as their needs are being met."

- Richard Branson

The Three Pillars of the Department

1

Recruit high-quality staff

This office works on sourcing, attracting, and onboarding top talent to ensure a skilled and diverse workforce for all schools and departments

2

Retain and engage employees

We focus efforts on creating a positive work environment that fosters long-term commitment, as well as identifying areas of improvement and creating pathways for improvement.

3

Growing our own workforce

We collaborate with community partners to help design and implement educational pathways for our students to join our workforce upon graduation.

Recruitment Efforts

- assisted in hiring and placement of 47 candidates district wide - began the school year with 7 classroom instructional vacancies, a reduction from 42 last school year
- created external job board wrapping to LinkedIn, TalentHub, and Employ Florida to help drive candidate applicant pool, as well as created space on FSU, FAMU, and TCC job boards
- developing partnerships with FSU, FAMU, and TCC to create space for LCS to be a part of their College of Education recruitment and retention efforts
- began Aspiring Administrator Institute cohort to grow internal leadership

Next Steps

- launching LinkedIn Life Page to draw candidates from the entire Southeast
 - develop comprehensive hiring plan for 24/25 school to launch prior to Spring Break
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"When people are financially invested, they want a return. When people are emotionally invested, they want to contribute."

- Simon Sinek

Retention Measures

- Cohort 1 - Creating a Culture Plan - including 20 hours of training with Stetson Leadership, coaching, and the support to develop and implement a culture plan.
- coordinated efforts for on-going, job-specific trainings for non-exempt staff such as paraprofessionals and HR contacts
- job coaching and mentoring services at all levels, including assistance with finding different placements, social-emotional supports

Next Steps

- implement a more coordinated employee on-boarding process
 - automate day 1-30-60-90 e-mails and surveys
 - formalize exit interview process, including site-based and district-led activities
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Growing Our Own

We are increasing our collaborations to create multiple pathways with various entry points, including high school and current employees.



Pre-K Teacher Pathway



Paraprofessional pathways



Future Educators of America



Leadership pathways

THANK YOU

Are there any questions?
