Leon County Schools

RECRUITMENT RETENTION

Current efforts to build and maintain a robust workforce

November 9, 2023





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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



"When people are financially invested, they want a return. When people are emotionally invested, they want to contribute."

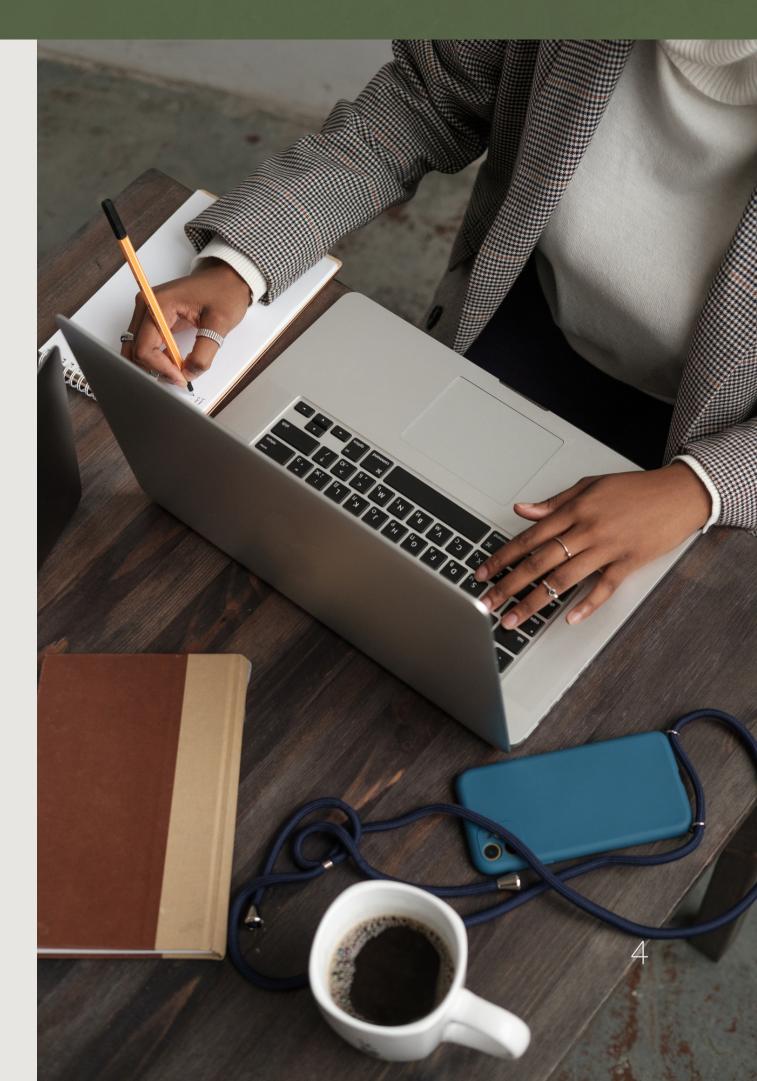
- Simon Sinek

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



Growing Our Own

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





Future Educators of America



Paraprofessional pathways



Leon County Schools

THANK YOU

Are there any questions?

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