

2008-2009 Human Resources Initiatives

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by Dr. Winsome Gregory

*Assistant Superintendent of Pupil Personnel
Services & Professional Personnel*

Superintendent of Schools

Valencia F. Douglas, Ed.D.

Nyack Board of Education

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Amy Applebaum, *Secretary*

Michael Lagana, *Trustee*

Vic Czajkowski, *Trustee*

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Stephanie Fox, *Student Representative*

Human Resources

- Education is labor intensive - *People educate children!*
- Personnel accounts for majority of a district's expenditure
 - Over 72% of the District Budget is salary and benefits
- HR is the strategic partner working with all departments to:
 - Hire quality and effective staff members
 - Retain excellent teachers
 - Move resources and staffing to respond to the needs of the students

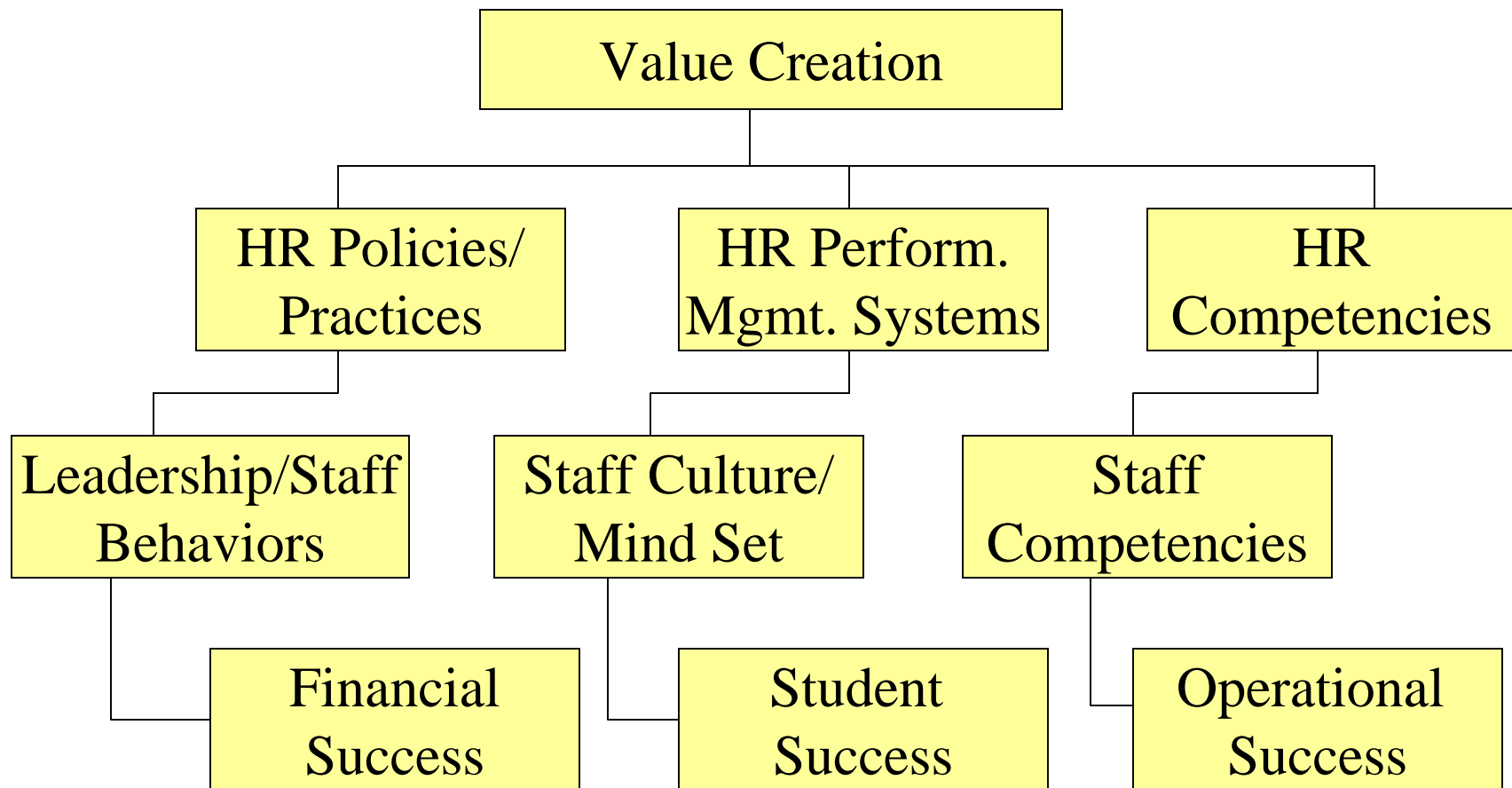
The quality of the district staff impacts the quality of education!

Staffing Decisions

Staffing decisions are predicated on several factors:

- Fostering District's instructional goals and objectives based on students' needs
- Serving the District's stakeholders – principals, teachers, parents, community and board of education
- Enhancing, sustaining and promoting high standards of excellence

Human Resources:
A Strategic, Accountable
Cost-Effective Management Center



District Strategic Plan

Supported by HR Goals

Strategic Goals and Objectives for the HR Department impact and contribute to the District's Strategic Plan

HR Practices

- Recruitment/Selection
- Orientation
- Organizational Development
- HR Training and Development
- HR Data and Budgetary Management
- Teacher Tenure-Review
- Process/Methodology
- District Staff Performance
- Policies and Procedures

Human Resources

A Strategic Partner for Change

Solid management tools, practices and quality assurance create benefits:

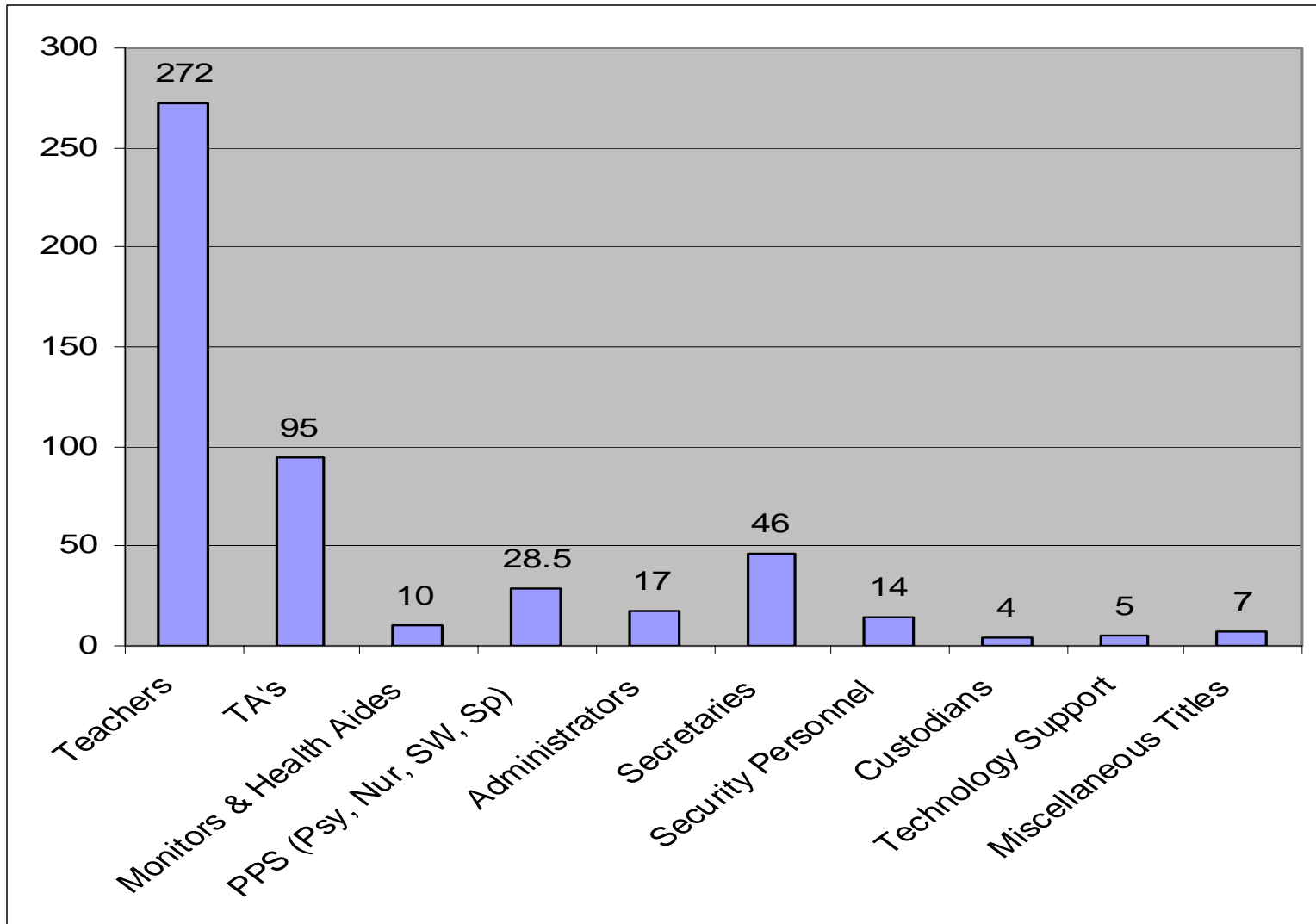
Data collection and analysis for management purposes

- Systems to manage data and funds: Wincap
- Systems to track staff attendance data: Aesop

2008-2009 School Year

- Climate of fiscal restraint
- New HR capabilities
 - Facilitate resource reallocation,
 - Use of data to review staffing needs
- Improve efficiency as needs are identified and resources are matched to the needs
- Implementing strategic goals

Breakdown of Staff by Job Titles



Admin (7 Central Office & 10 Building)



New Staffing

.3 FTE Social Studies – High School

This .3 is proposed in order to make a .7 position full time to meet the increasing needs of students for courses at the High School level.

1.0 FTE Spanish – Middle School

Language at the sixth grade level is now offered for a full year.

You can dream, create, design and build the most wonderful place in the world, but it requires people to make the dream a reality. ..

Walt Disney

