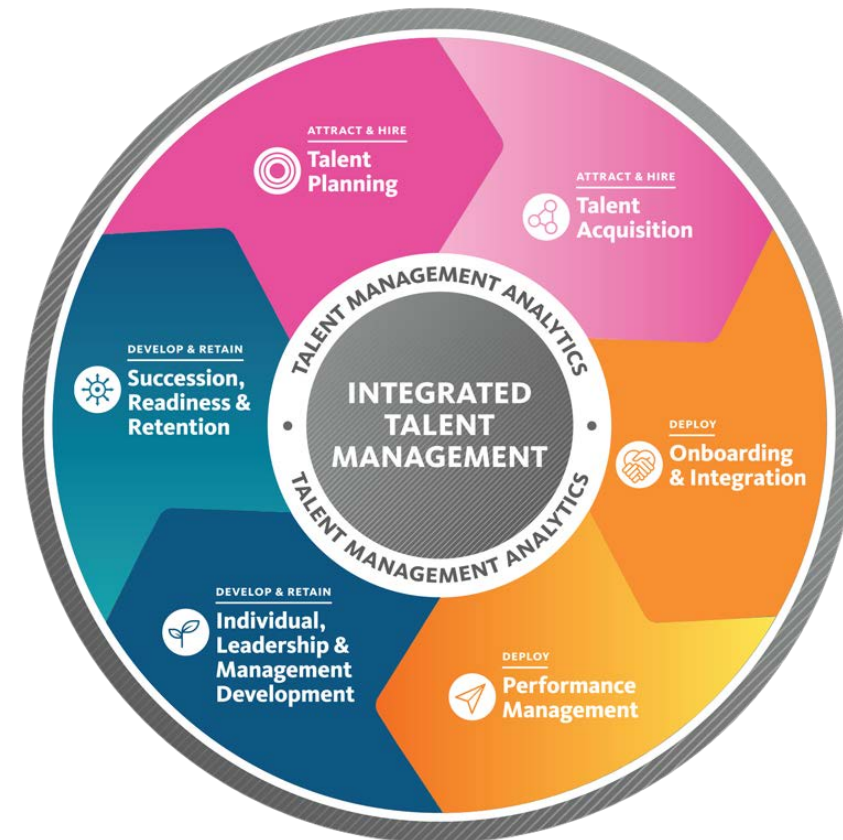


Human Resources Department

Progress Report

Michele Radomski
Associate Superintendent, Human Resources
February 26, 2019



Strategic Progress Report

Human Resources Department



PROGRESSIVE WORKFORCE

The more we learn, the more we grow. We will provide a workplace that fosters creativity, inspires excellence, and challenges everyone to embrace growth.

Objective: Increase employee performance and engagement

Measure: Employee Turnover

Results: 2017-18 – **3.8%**
2018-19 (to date) – **3.9%**

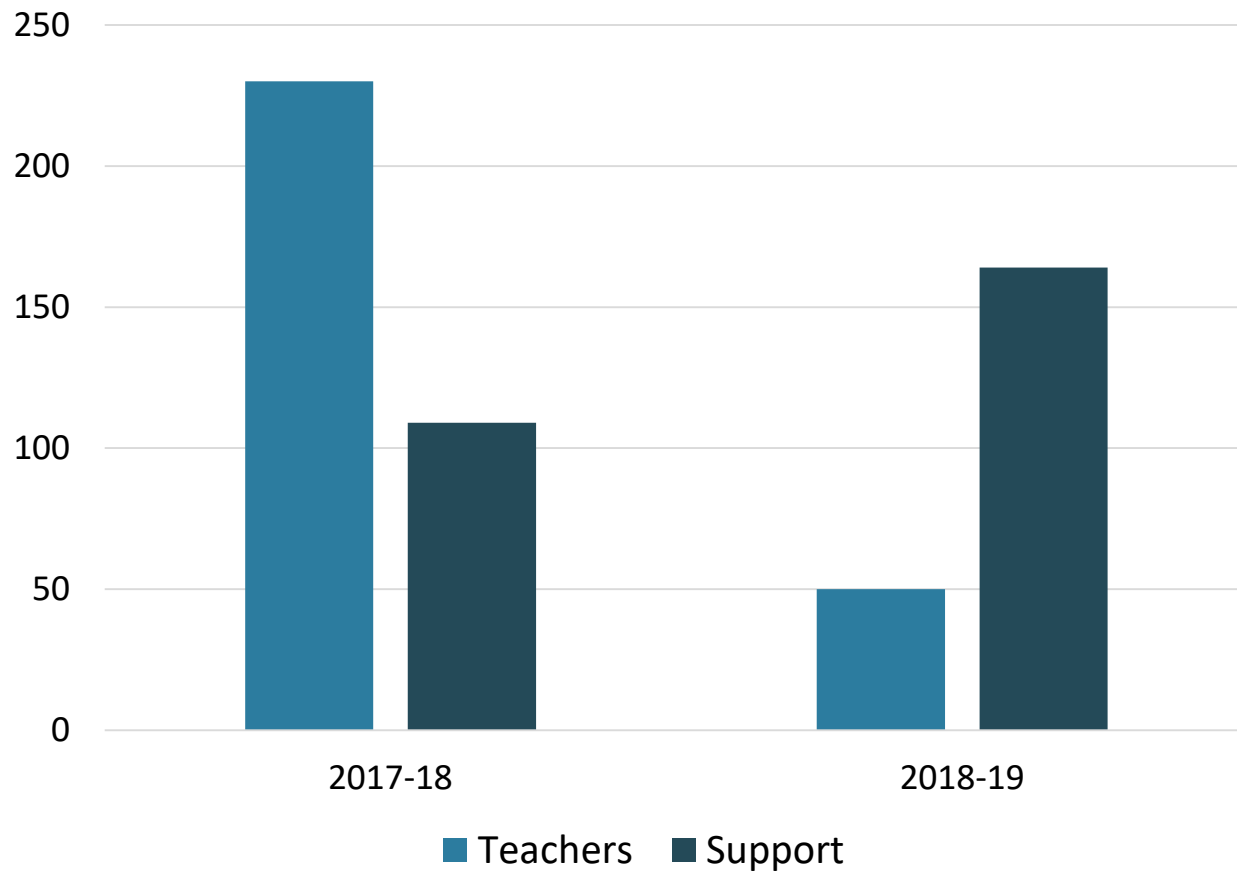
Status: On Target ✓

Canadian benchmark - voluntary turnover rate = **6.1%**

Source: HR Metrics Service 2017 Annual Report

Recruitment

External Hires



Strategic Progress Report

Human Resources Department



PROGRESSIVE WORKFORCE

Strategies:

- Enhancements to orientation and onboarding
- Increased opportunities for professional growth
- Job evaluation framework for support positions
- Education Assistant proficiencies
- Applicant tracking system for external applicants
- Exit surveys



Strategic Progress Report

Human Resources Department



PROGRESSIVE WORKFORCE

Objective: Increase excellence in teaching
Develop teacher competencies through implementation of growth plans

Measure: % of Teachers with Growth Plans

Results: 322 growth plans – **38%**

Status: On Target ✓

Strategies:

- System improvements and training resources
- Leader session on growth plans and evaluations

Strategic Progress Report

Human Resources Department



PROGRESSIVE WORKFORCE

Objective: Improve organizational health

Measure: Employee Absences

Results: **10.19 days/employee** (2017-18)

Increase from 2016-17 of 0.87 days

Status: Off Target

National average: 10 days/employee

National average – Education services: 11 days/employee

Source: Statistics Canada

Strategic Progress Report

Human Resources Department



PROGRESSIVE WORKFORCE

Strategies:

- Bring Your Best program
- Claims management
- Violence risk assessment
- Joint Safety Committees



Strategic Progress Report

Human Resources Department



RECOMMENDATION:

THAT, with respect to the Abbotsford School District's 2016-20 Strategic Plan Strategic Goal 4, Increase Employee Performance and Engagement and Strategic Goal 7, Improve Organizational Health:

- Objective 4.1: Increase employee engagement and retention
- Objective 7.1: Increase the health and well-being of employees

the Board of Education finds that the school district is making reasonable progress toward achieving desired results.