

2013 Examples of DISTRICT PARTNERSHIPS



PROJECT

In 2013, CCER partnered with an urban school district serving more than 18,000 Connecticut students to transform the District's human capital system into one that could more effectively recruit and retain high-quality teachers. This project had two objectives.

1

Implement new strategies aligned with best practices for recruiting and hiring of teachers and school leaders; and

2

Assess the ability of the human resources department to effectively implement a recruitment and hiring strategy, and make recommendations to improve the department's effectiveness.

RESULTS

Once excellent teachers, leaders, and support staff are in place, CCER expects to see improved learning outcomes for students in the District.

NEW STRATEGIES FOR RECRUITMENT & HIRING

- ▶ The District has moved up its hiring timeline and can now make offers to high-quality teachers starting in April (as opposed to July).
- ▶ This year, the District had only 1 classroom without a teacher on the first day of school (as opposed to more than 25 in previous years).
- ▶ The District has changed its hiring practices to include "demo lessons" to ensure that hired teachers are effective.

MORE EFFICIENT HUMAN RESOURCES

- ▶ CCER recommended that the human resources department be re-organized and that talent functions be separated from labor relations functions. CCER helped the District develop a new organizational chart, clear job descriptions and titles, and other changes that increased the department's overall capacity. The Board of Education adopted the recommendations, and they are in the process of being implemented.
- ▶ The District created a new Director of Human Capital position and recruited a highly-qualified, high-capacity person to fill that role.