

Improvement Opportunity
Personnel Selection, Development, and Assessment

Outcome: Manage Personnel Selection, Development, and Assessment for Improved Productivity
(Basic: 15 on-site days w/ available off-site support; contracting for related services)

CONTENT

PROCESS

Overview and Pre-planning with Leadership

1 day with the leadership team and facilitators to outline the theory/content/process for a design and multi-year training process for human resources staff, principals/managers and selected teachers; clarify expectations; identify cross-functional teams—Options: combined design and training team or separate design and training teams (Each team <26)

Internal Team Training

5, one-day training sessions (total: 5 days) to provide direct training for team. Training process includes theory, knowledge, application, reflection, and metacognition.

People Premise (philosophy and principles in action; differentiation among skills, knowledge, and talents)

Staff Selection (core elements for hiring talent; aligned recruiting practice, job descriptions, and resume qualifications)

(The Human Resources Department may choose to contract for principal and teacher selection certification training.)

Staff Management (outcomes and strengths focus, key effectiveness functions, how-to's)

Staff Development (based on design work)

Staff Assessment (based on design work)

Design Team Facilitation

2, two-day design sessions (total: 4 days) to develop a systems-based and theory-based (1) professional development system and (2) staff assessment system (purpose, functions, structures, and processes)

Staff Development (talent-based design and decision framework)

Staff Assessment System (outcomes-based, strengths-focused, simple, interactive)

Personnel Selection, Development and Assessment (Support and Evaluation)

4 days throughout the first year to provide support for internal designers and trainers to finalize designs; 1 day with leadership team to evaluate outcomes and plan second year

