

Office of Talent Management

Purpose: We acquire, develop and retain talented employees to support and advance student success. We strive to have every position in the Department of Education filled with a talented, high performing, valued employee.

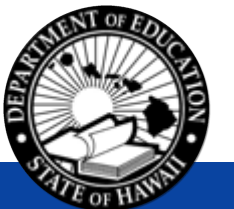
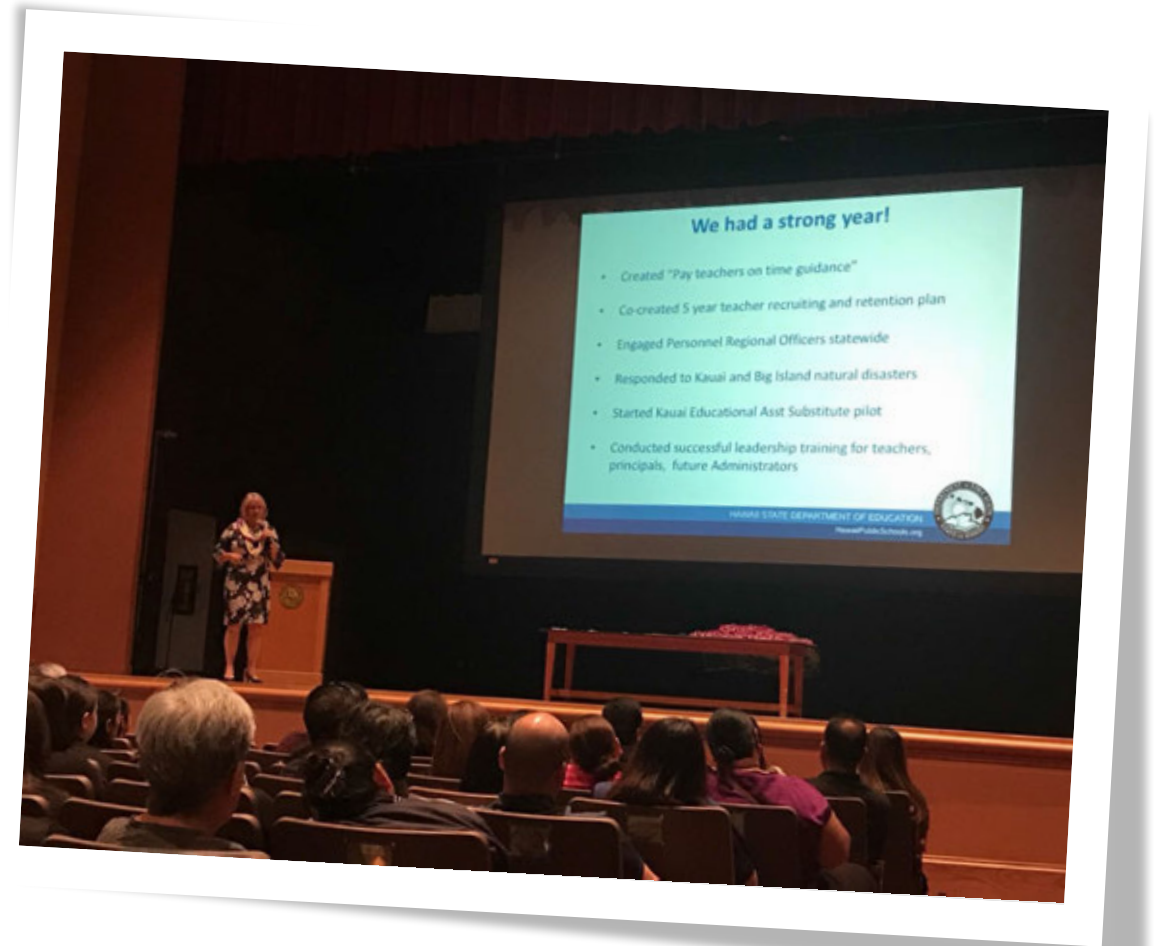


CYNTHIA COVELL
ASSISTANT SUPERINTENDENT



2018-19 deliverables

- Talent Acquisition
- Talent Development
- Talent Retention



Talent Acquisition

Indicator	SY 2017 <i>Baseline</i>	SY 2018 <i>Results</i>	<i>Year over year Change</i>	<i>2020 Target</i>
Teacher Positions Filled (with SATEP)	93%	92%	-1	96%

2016-17
2017-18
12,268 out of 13,188 positions filled
12,309 out of 13,320 positions filled

Special Education Teacher Positions Filled (with SATEP)	86%	86%
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2016-17
2017-18
1,818 out of 2,108 positions filled
1,840 out of 2,151 positions filled



Talent Development

- 1,411 beginning teachers received mentoring (SY17-18)
- **Beginning Teacher Summer Academy: 260 attendees** for Summer 2018 (up from 90 attendees summer 2014)
- Leadership Institute trained 40 new principals (SY17-18)
 - New Principal Academy, Year 1 — 15 principals
 - New Principal Academy, Year 2 — 25 principals
- Teacher Leader Academy trained 42 teachers (SY17-18)
- 66,578 registrants for PDE3 courses for (SY17-18)
 - Non-Professional Development (PD) Credit registrants: 47,259
 - PD Credit registrants: 19,319



Talent Retention

Indicator	2016 <i>Baseline</i>	2017 <i>Results</i>	<i>Year over year Change</i>	2020 <i>Target</i>
Teacher Retention	52%	54%	+2	60%

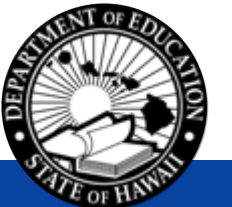


2016-17

478 of 922 teachers hired in 2012

2017-18

533 of 985 teachers hired in 2013



Anticipated outcomes

- Every position is filled with a talented, high performing, valued employee
- Increased opportunities for professional growth and development
- Higher retention and job satisfaction

