

**Stewardship of Human Resources**  
**Strategic Goal 2**  
**Strategic Objective D**

Objective: To provide information on the effectiveness of the District's management of its Human Resources.

**Target A: Certified Staff**

Target: Teacher turnover rate will be reduced to 15% by the end of 2012 and no school will be more than 10% above the District Average.

- Teacher turnover rate for the 2007-2008 school year was 14.7%.
- Four schools, Southwest Middle, Windsor High, Pooler and Garrison, were 10% above the District Average for 2007-2008. The four schools have a teacher retention plan in place for the 2008-2009 school year and are being monitored by Academic Affairs.

Target: 99% of all classrooms will be staffed with Highly Qualified teachers when school opens for school year 2011-2012.

- Projected 98%\* of all classrooms were staffed with Highly Qualified teachers for the school year 2008-2009.

\* Waiting for confirmation from the HiQ Database in late January

**Target B: Non-Certified Staff**

Target: All position descriptions will be aligned with actual staff duties by the end of fiscal year 2010.

- 70% (298 of 425 job codes) of job descriptions are aligned as of January 1, 2009.

Target: By the end of the school year 2010- 2011, all school level administrative staff members will complete District training on the duties associated with their position within two months of assignment to that position. The positions are defined as Principals, Administrative Secretaries and Information Specialists.

- Logs of all training for new employees are on record.