

HUMAN RESOURCES UPDATE



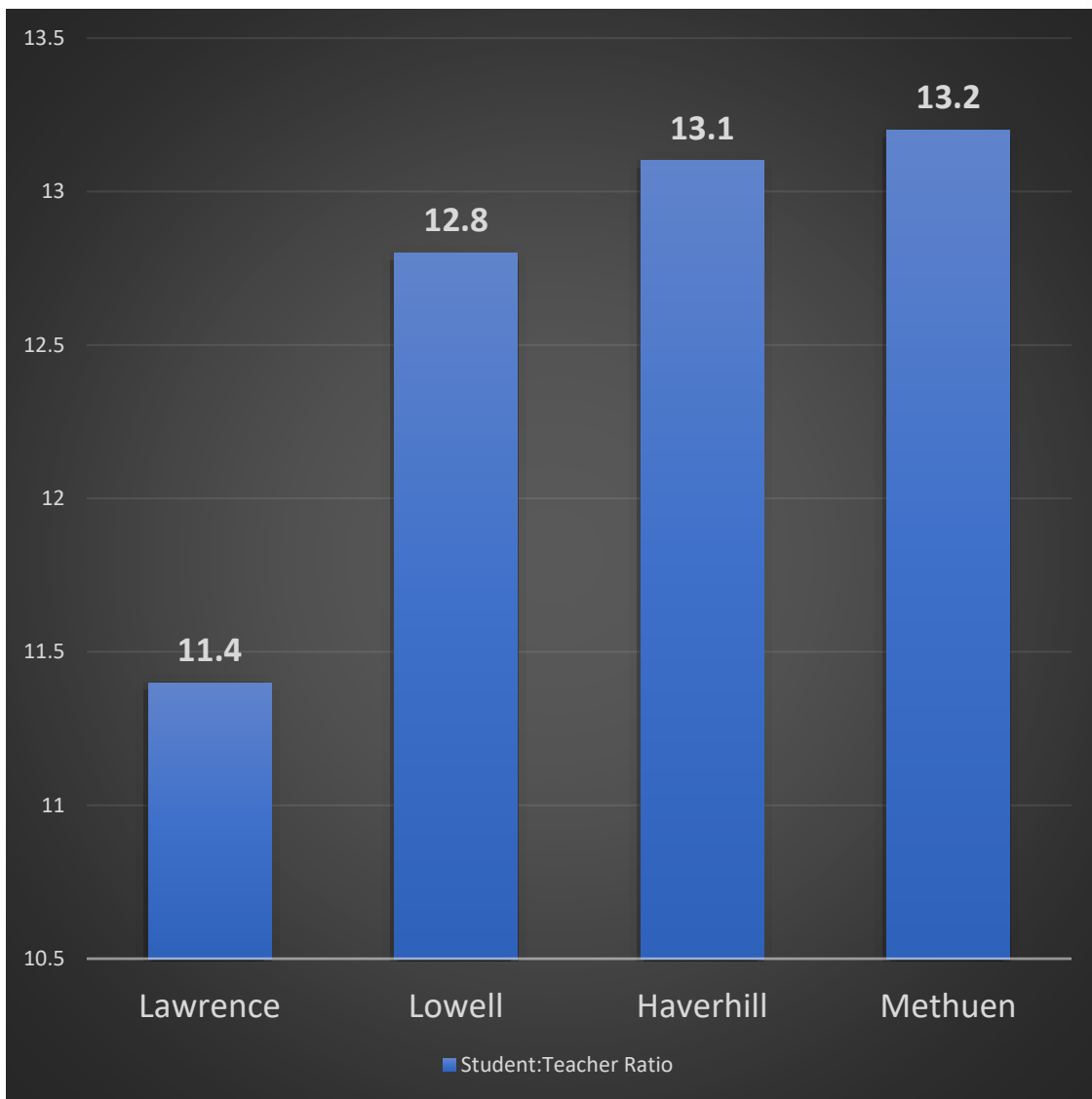
LAE BOARD MEETING
FEBRUARY 2022



LPS PRE and CURRENT TURNAROUND PLAN 2010 - 2021

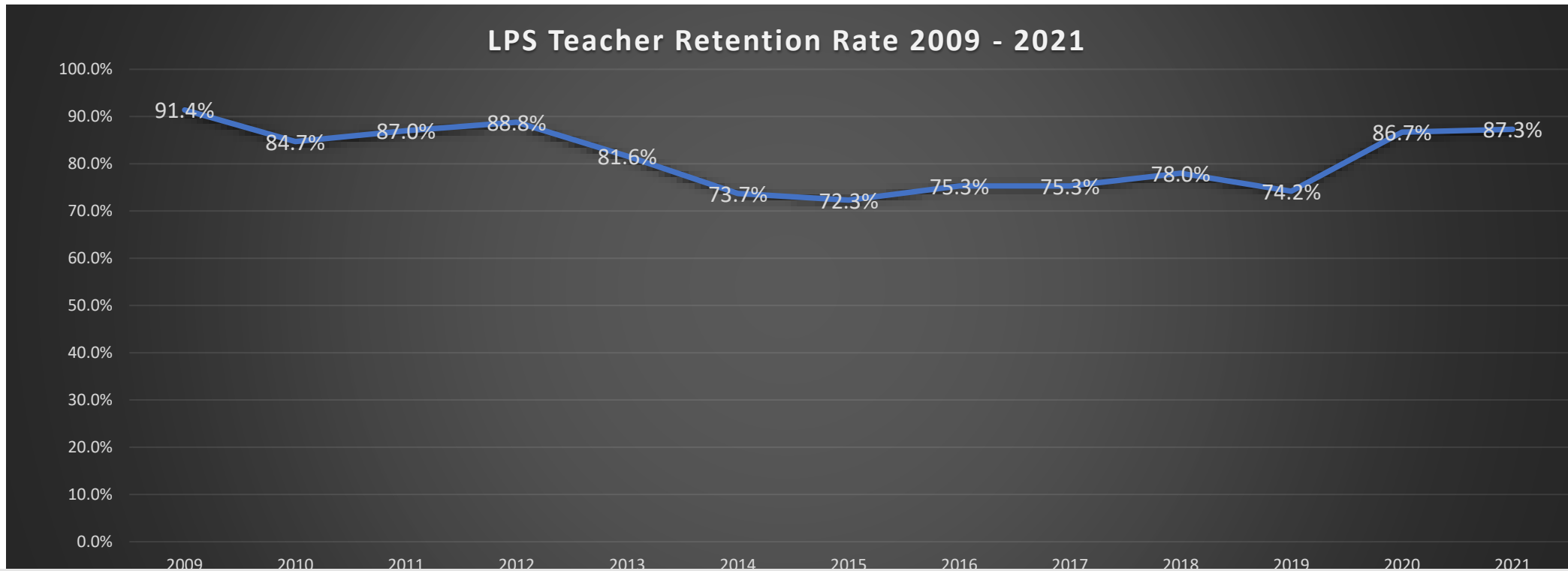


	TEACHERS	STUDENTS
2010	928	12,284
2021	1,123	12,842
% Increase	21%	5%



2021 DISTRICT COMPARISON

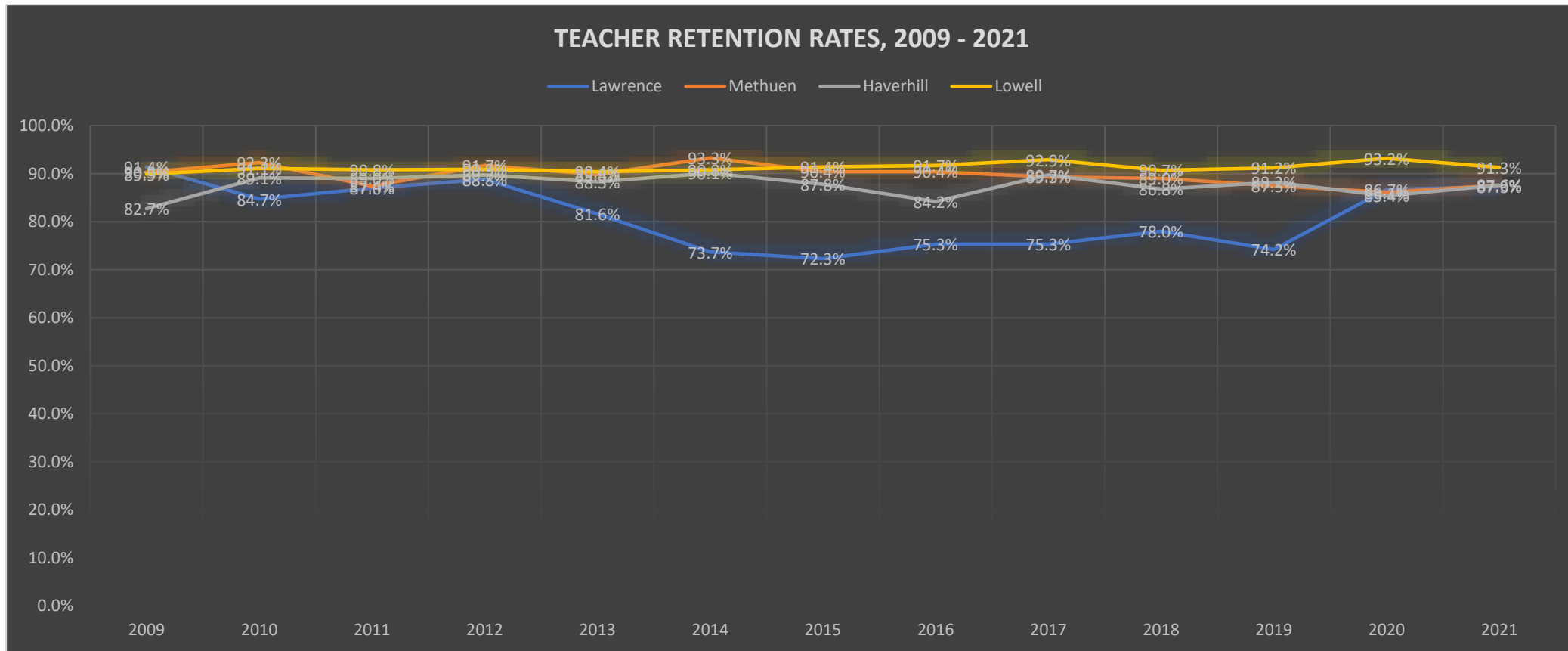
STUDENT-TO- TEACHER RATIO



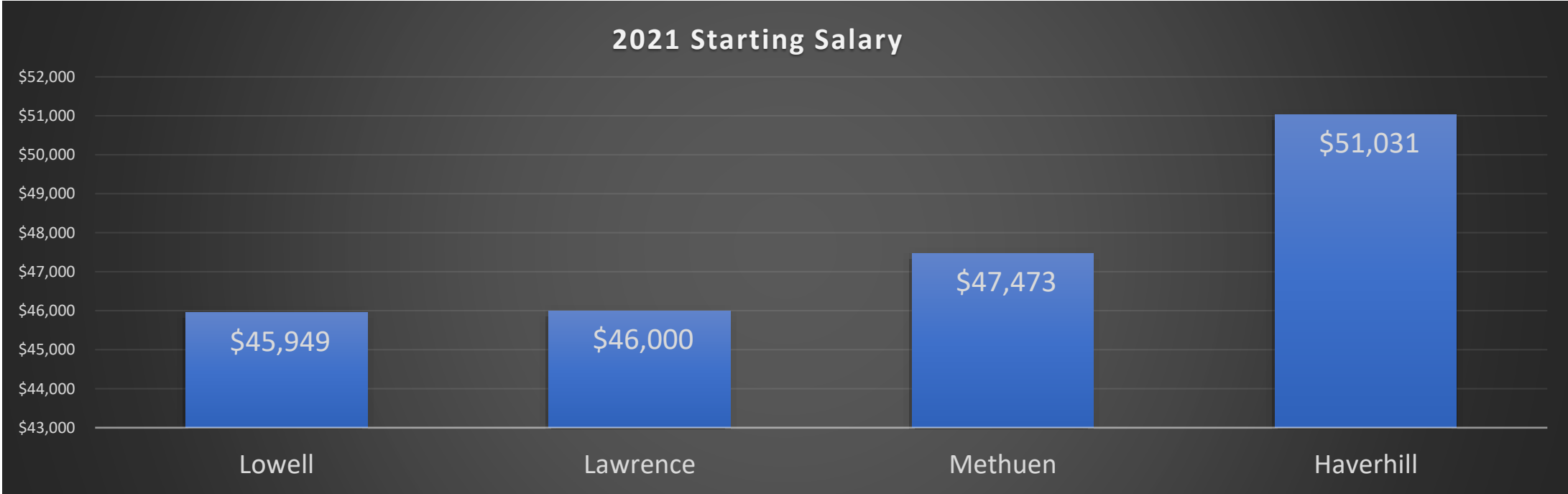
LPS PRE/CURRENT TURNAROUND PLAN 2009-2021



COMPARISON BY DISTRICTS

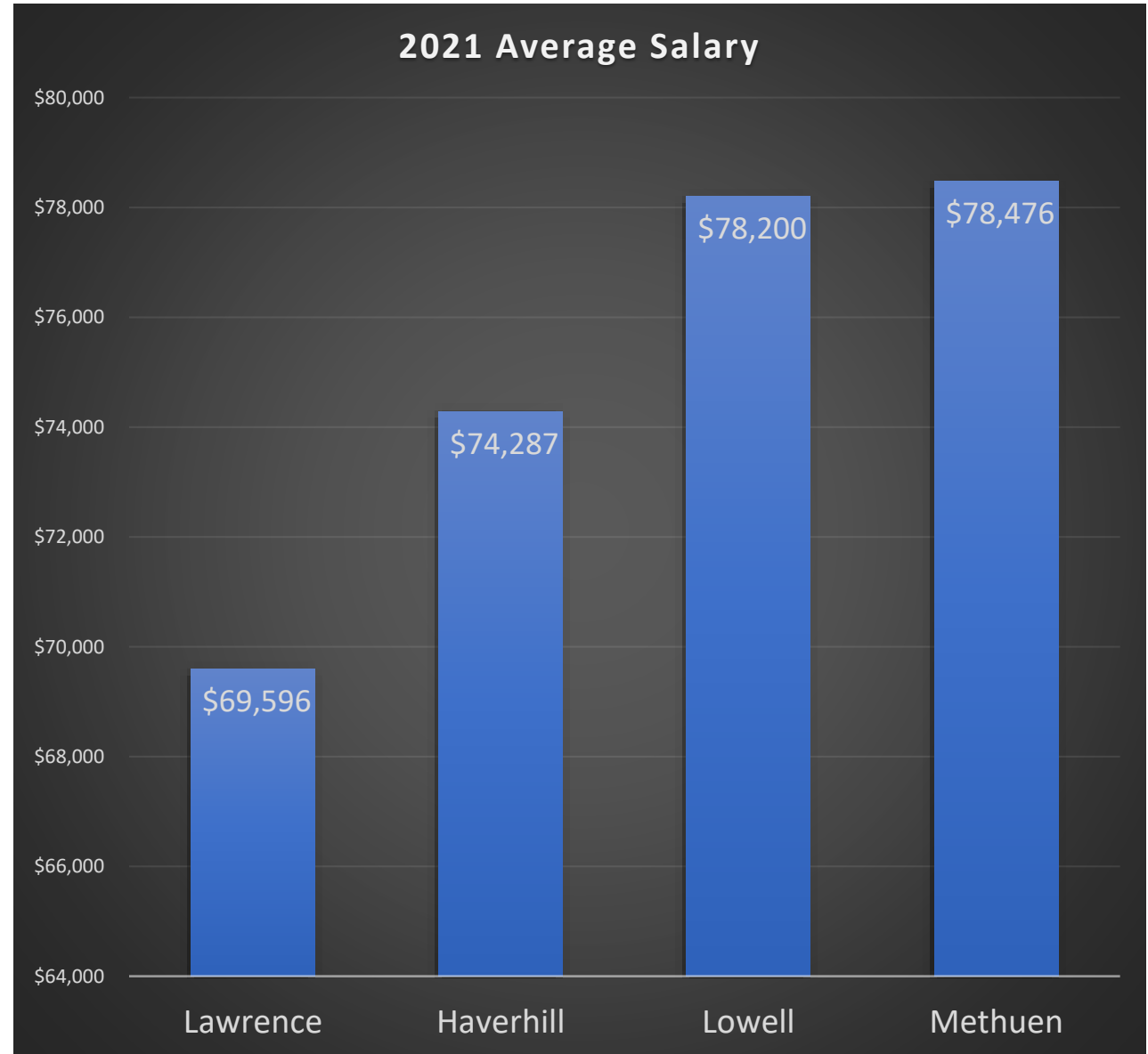


2021 DISTRICT COMPARISON STARTING SALARY





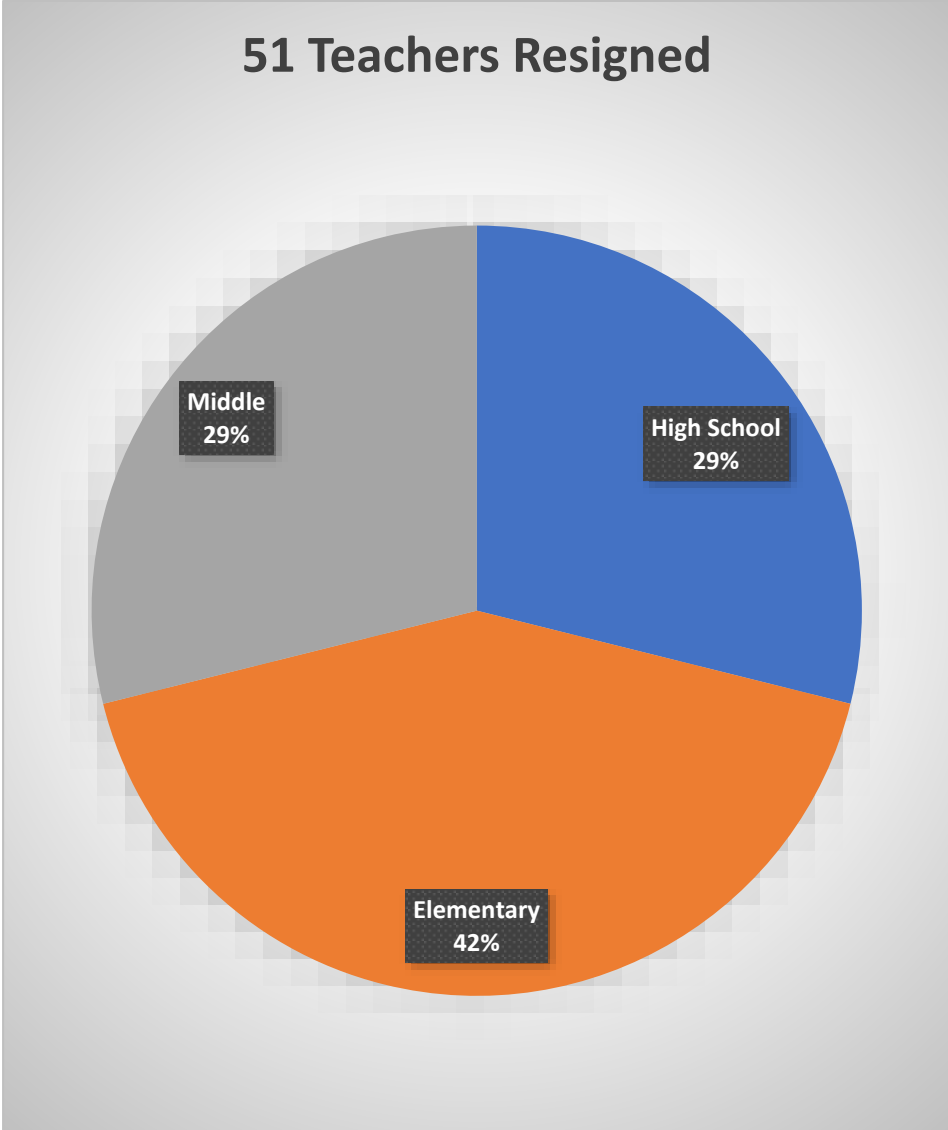
2021 DISTRICT COMPARISON AVERAGE SALARY



October 2021 - January 2022 Resignations

117 Resignations

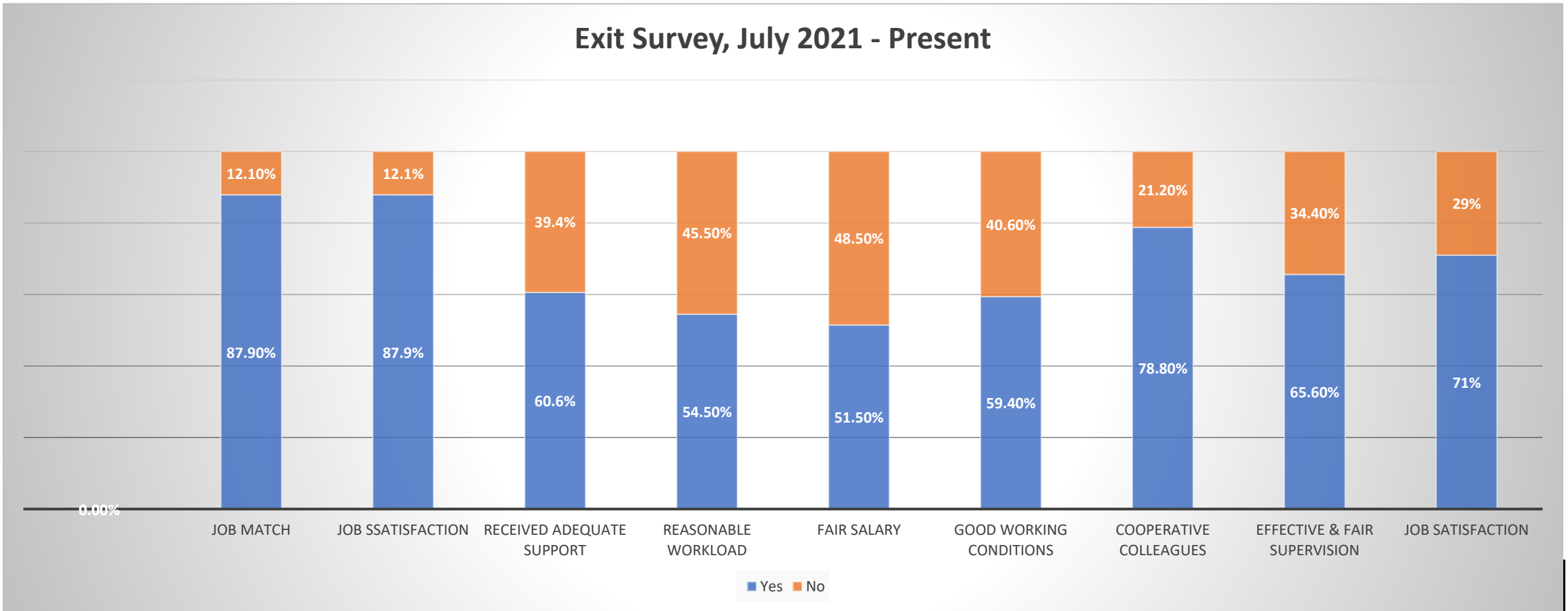
- 51 Teachers
- 21 Paraprofessionals
- 14 BBE/LTS





LPS EXIT SURVEY SUMMARY

Exit Survey, July 2021 - Present



LPS SY 22-23 RECRUITMENT & RETENTION STRATEGY

LPS Human Resources disseminates a ***Declaration of Intent*** anonymous survey in March 2022.

Implement a Talent and Recruitment Management System that includes a recruitment strategy along with an online posting plan that attracts diverse educators and develop recruitment messages that align to vision of student experience and portrait of a graduate.

Continue developing our home-grown initiative through the DESE Teacher Diversification Grant in partnerships with NECC and Regis College to support bilingual/bicultural paraprofessionals become fully licensed educators through tuition reimbursement, student loan assistance, MTEL Prep, and Licensure Case Management. In addition, support high school students to begin training towards careers in education with preparation for ParaPro Test passing and completion.

