Talent Management Module

System Components of Effective Talent Management

Outcomes

What is Talent Management?

Who within an LEA is responsible for Talent Management?

What are the components of an effective Talent Management System?

What are some questions to consider when analyzing current talent management systems or putting new systems in place?

What is Talent Management?

Talent management is an <u>organization-wide</u>, holistic system ensuring the right people are in the right positions to help achieve organizational goals. This system includes careful analysis and workforce planning, strategic recruiting and hiring, and ongoing efforts to retain employees through working conditions that ensure engagement, support growth and development leading to an empowered, motivated, high-quality staff.

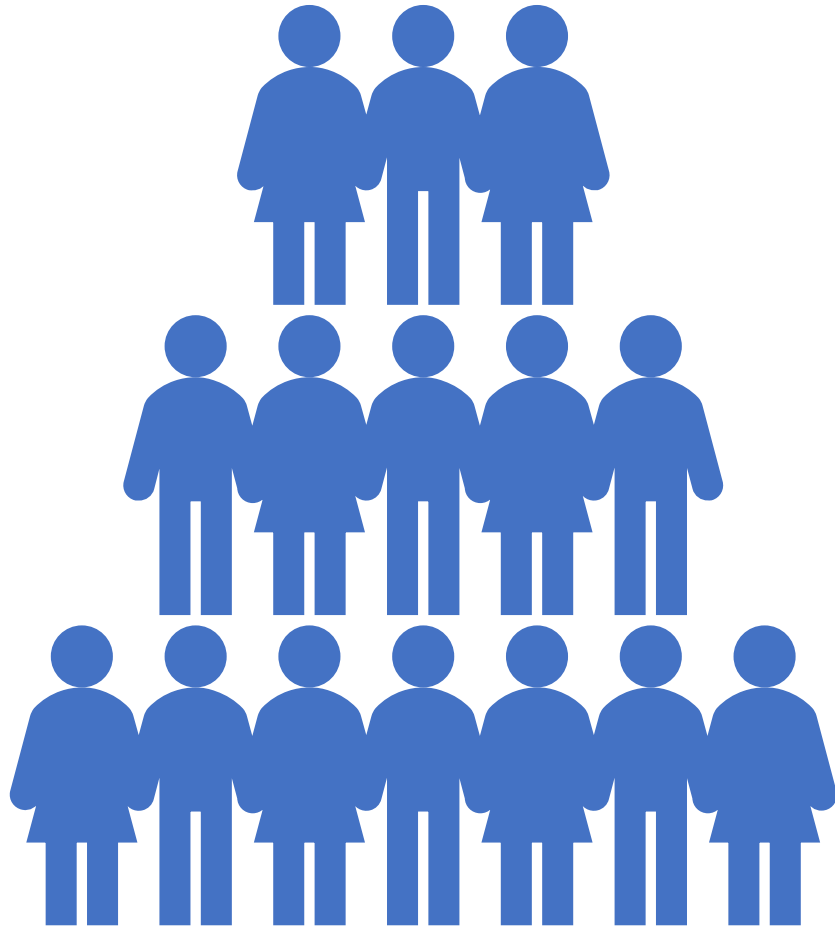# Talent Management is an organization-wide effort

LEA Level **+** School Level

System Components at the LEA Level

- A protocol to attract, recruit, hire, and retain, a well-qualified and diverse staff
- A planned and intentional selection and hiring process
- A process to strategically and intentionally place school leaders
- A process to equitably distribute effective and highly effective teachers
- A new leader and teacher induction model with ongoing mentoring
- A fully integrated evaluation system
- School leaders are provided individualized coaching and held accountable for progress
- A process to prioritize the needs at turnaround schools

Questions to Consider at the LEA Level

Is there a written protocol for recruiting, hiring, and retaining staff?

Does the current interview process lend itself to finding ideal candidates?

How is staffing different for high-priority schools? Does the hiring of leadership in these schools look different?

Is there an LEA-wide mentoring and induction in place? Does this include site leaders?

How is site leader performance monitored?

Is the staff evaluation system known and utilized by all?

System Components at the School Level

School leadership commits to recruiting effective teachers who meet the state's criteria for being appropriately certified to teach diverse learners

A process to strategically select and utilize staff

A plan to retain effective teachers who meet the state's criteria for being appropriately certified to teach diverse learners

Professional development opportunities are available to support individual growth and to develop knowledge and skills relevant to LEA and school priorities

Teachers and appropriate other staff participate in ongoing, applicable professional learning opportunities

School has clear performance expectations supported by the LEA

Questions to Consider at the School Level

- Is there a plan to actively recruit high quality teachers and staff?
- Is there a clear interview process?
- Is professional development readily available?
- How is data used when determining professional development?
- Are high expectation in place for all staff as it pertains to performance?

Resources from the US Department Of Education

- https://www2.ed.gov/about/offices/list/oese/oss/technicalassistance/easntalentmgtguideschldistricts.pdf
- https://www2.ed.gov/rschstat/eval/teaching/providing-effective-teachers/report.pdf
- https://www2.ed.gov/policy/elsec/leg/essa/essatitleiipartaguidance.pdf

Thank you!

Visit www.azed.gov/improvement for all guidance documents, professional learning modules, and grant resources.

If you have any questions, contact your assigned program specialist for support.