

PRINCIPAL'S HUMAN RESOURCES "BILL OF RIGHTS"

Principals have a right to expect the following from Human Resources/Human Capital departments that serve them:

- "One Stop Shopping" - a dedicated Human Resources Partner/Staffing Specialist assigned to designated schools who should navigate the system for the principal so they don't have to call multiple central offices or multiple people (maximum ratio - 1:25 Elementary Schools and 1:15 Secondary Schools - fewer if possible)
- Data that is timely, accessible, and accurate on their school staff profiles by school - data on teacher performance, teacher attendance, teacher leave, teacher turnover, etc. compared to city-wide averages and national data where available
- Regularly scheduled school visits, face-to-face interactions, and phone calls by dedicated HR Partners/Staffing Specialists who get to know the unique human capital needs of the schools they serve
- Collaboration between the HR Partner/Staffing Specialist and the school's Principal Supervisor as to the Human Capital needs of their principals
- A robust central pool of teacher candidates and 24/7 online access to those candidates, in addition to those who may apply directly to their school
- No forced placements - not just for teaching positions but for ALL positions in the school
- Close to 100% filled vacancies at the opening of school each year and early hires in critical shortage fields that are available after the opening of school for unanticipated vacancies
- Significantly streamlined processes and eliminated steps in processes such as requisitions and on-boarding (maximum 72 hours) that do not add value (such as multiple central office approval steps)
- Additional support in dealing with underperforming staff and misconduct issues
- New initiatives that reflect national research in human capital best practices that will help principals recruit and retain effective teachers
- Participation in annual surveys that provide the HR department with approval ratings - with a benchmark of 90% satisfaction with HR services