

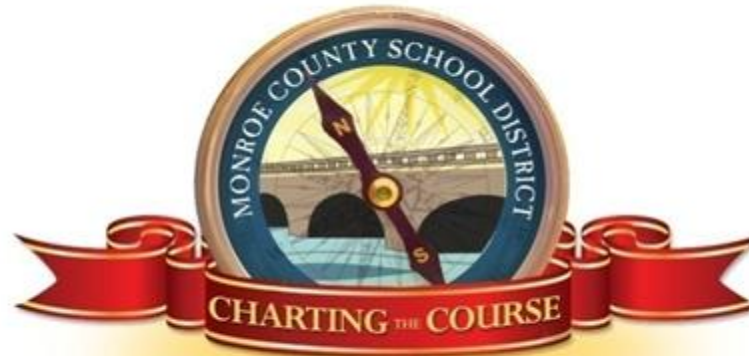
GULF of FLORIDA  
*Edmund Blunt*  
HYDROGRAPHER



CHARTING THE COURSE

*To Excellence in the Monroe County Schools*





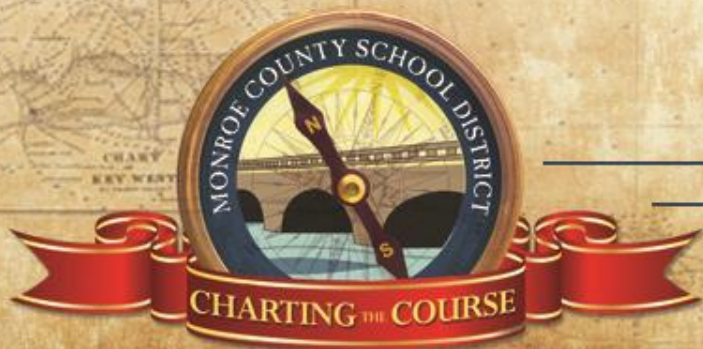
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# Action Plan 4.1

Year 6: 2019-2020

## **Strategic Objective #4: High Performing Workforce**

**Recruit, retain, professionally develop and  
invest in a high performing workforce**



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# The 2015/2016 – 2019/2020 Recruitment Plan



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# What's the Plan?

## 1. Targeted Profile for Talent Selection

1. What kind applicants have demonstrated success in our area?
  1. Experienced
  2. 2<sup>nd</sup> Career Talent
  3. Indirect Qualified Applicants (not looking, found)

## 2. Increased Brand Presence

1. Recruitment Fair Presence Increased
2. College, University & Social Media Outreach Efforts
3. Troops to Teachers

**Troops to Teachers.** Troops to Teachers (TTT) is a DANTES-managed Department of Defense (DoD) program that can help you begin a new career as a public school teacher – giving you the opportunity to use your leadership skills, knowledge and experience to have a positive effect on our nation's youth.



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# ZipRecruiter®

**Strategic Objective #4:  
High Performing Workforce**

## Post to 100+ Job Boards with One Submission



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# Why Monroe?

## 1. Why did you choose the Monroe County School District for your new position?

1 – I'm career changing to teach

2 -- released from my former position; no other viable choice

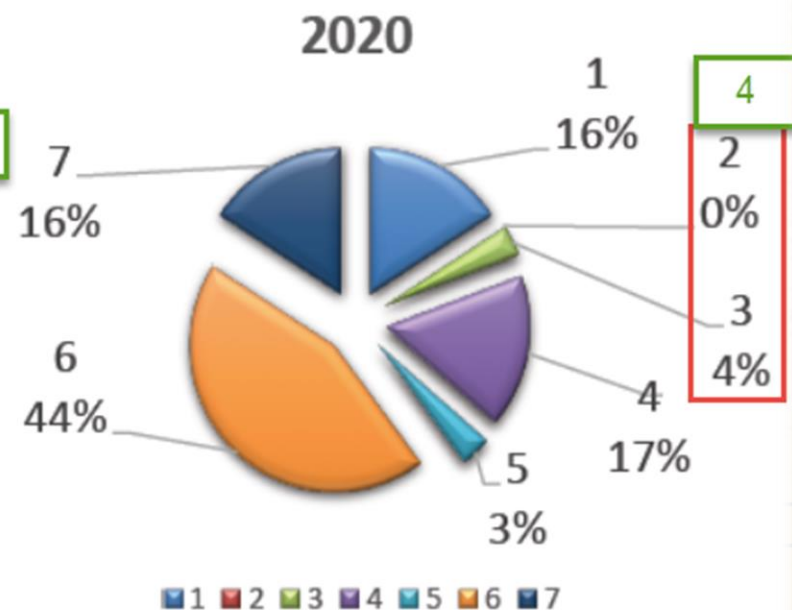
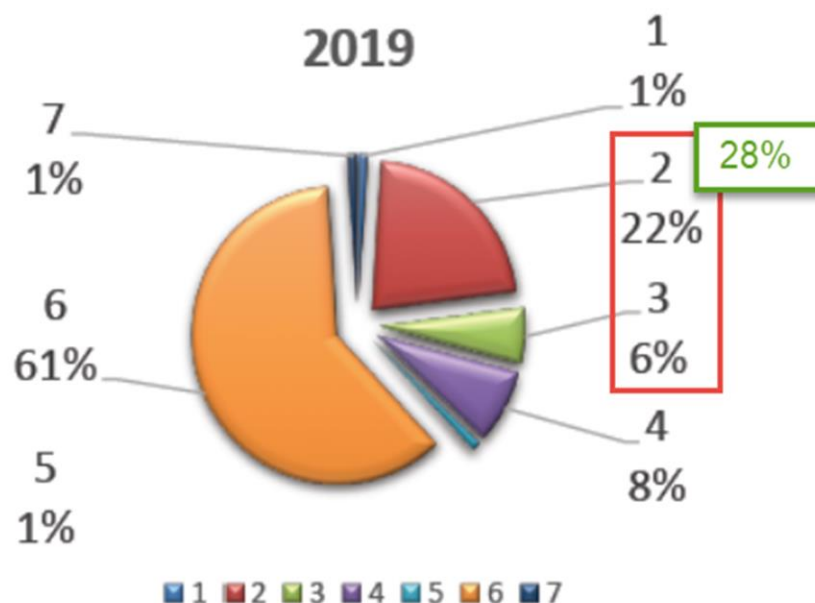
3 – dissatisfied with a former position; no other viable choice

4 – okay at my former position, but my spouse was relocated here

5 – learned about Monroe County at a recruitment fair or The Great Florida Teach-In

6 – desired to live in the Florida Keys

7 – aspired to work for a high ranking FL school district like Monroe County



# Work - Alignment with Personal Goals

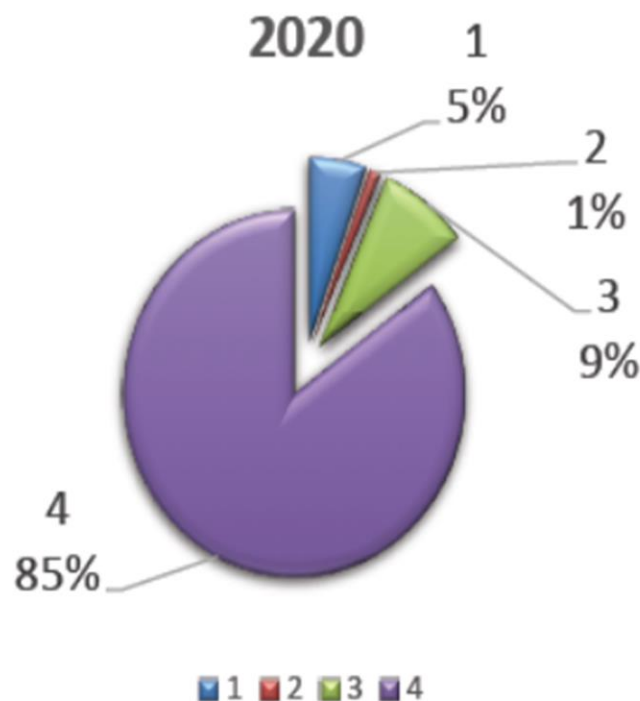
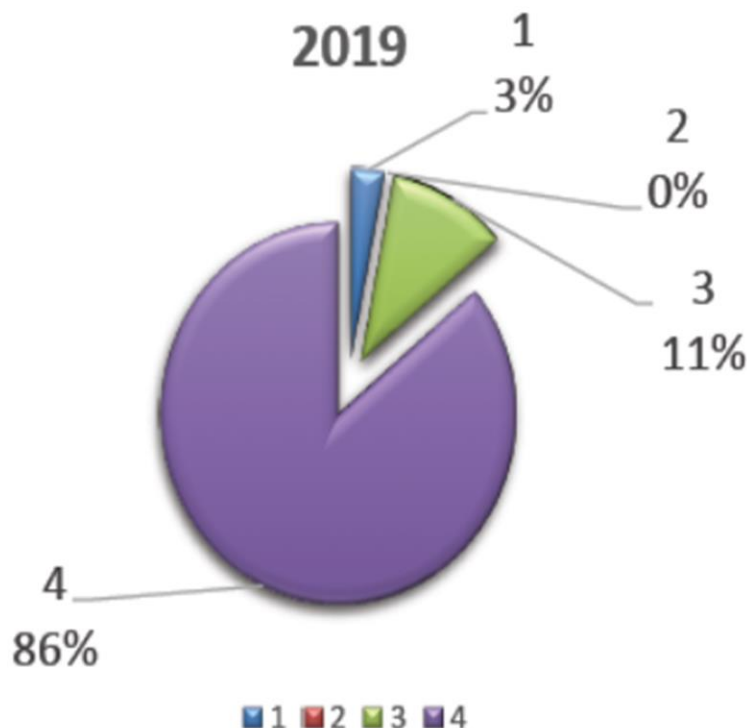
## 2. Do you feel the work you have found aligns with your personal goals and interests?

1 – highly dissatisfied with this alignment

2 – marginally dissatisfied with this alignment

3 – satisfied with this alignment, but I need a stronger alignment

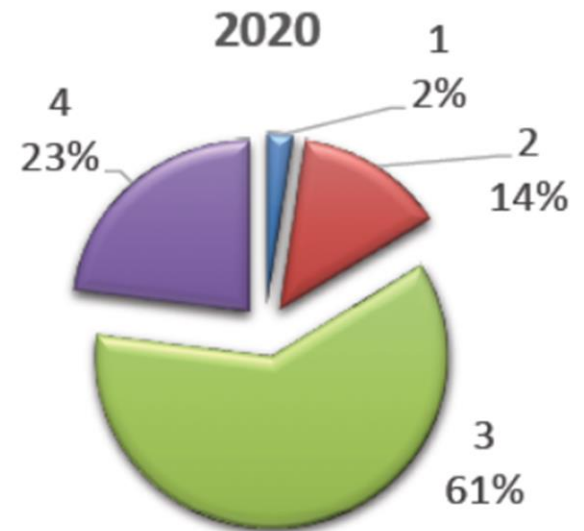
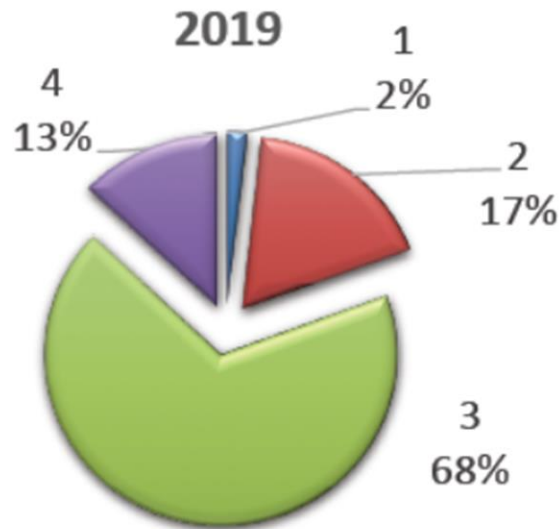
4 – highly satisfied with current alignment



# Salary Satisfaction

## 4. Please describe your satisfaction with the salary you were offered?

- 1 – highly disappointed in the salary
- 2 – marginally disappointed in my salary
- 3 – satisfied with my salary
- 4 – highly satisfied with my salary



1 2 3 4



# H R Support Received

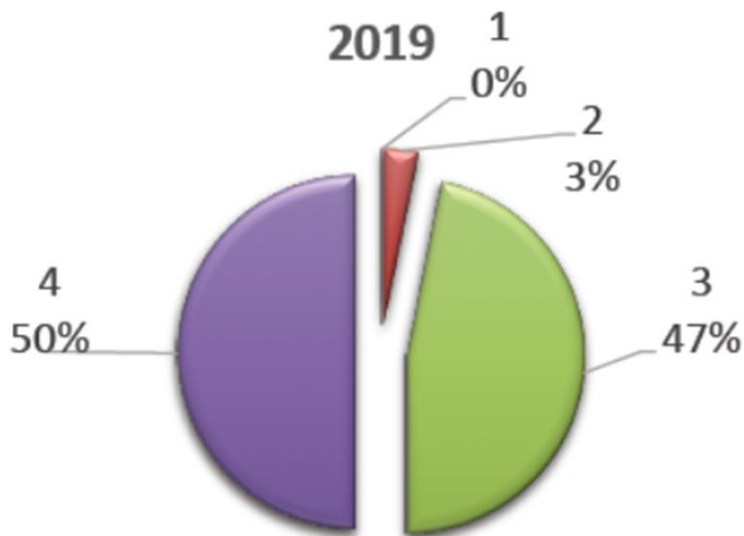
## 5. How would you rate the support that you have received from the MCSD Department of Human Resources?

1 – highly dissatisfied with services and lack of support I received

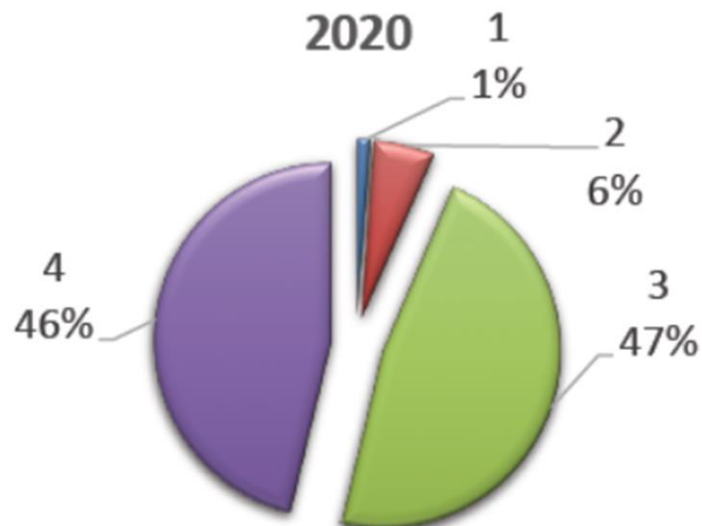
2 – marginally dissatisfied with services and minimal support I received

3 – satisfied with the services and the support that I received

4 – highly satisfied with the services and support I received



1 2 3 4

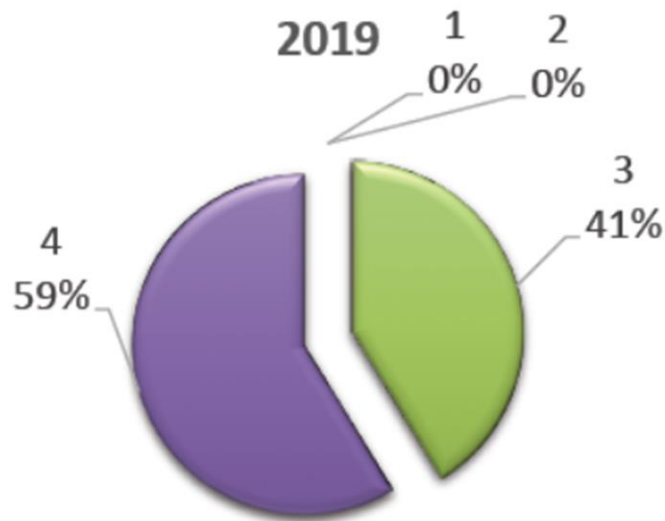


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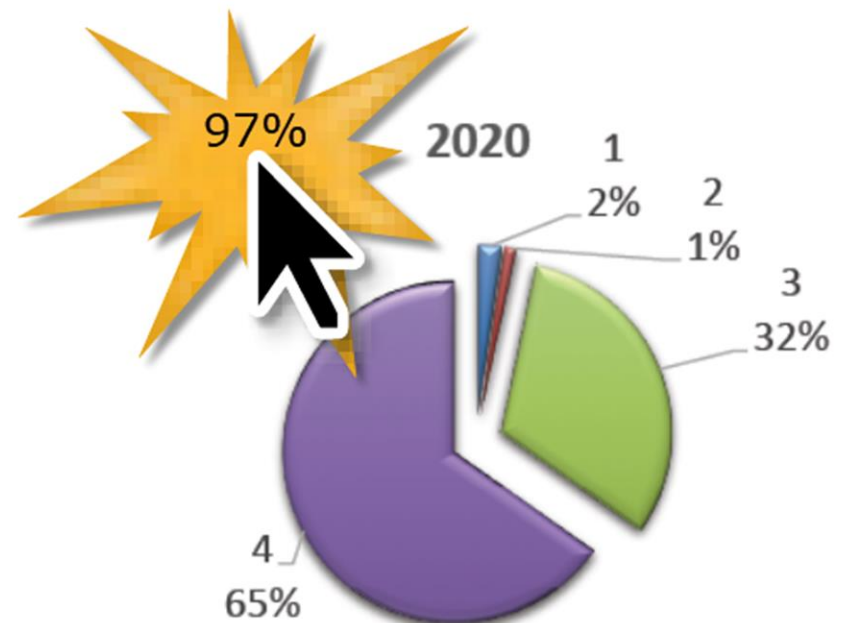
# Local Onboarding Experience

## 6. How would you rate the onboarding experience you have received from your school site?

- 1 – highly dissatisfied with current levels of support
- 2 – marginally dissatisfied with current levels of support
- 3 – satisfied with current levels of support
- 4 – highly satisfied with current levels of support



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1 2 3 4



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# Satisfaction with the Orientation Program

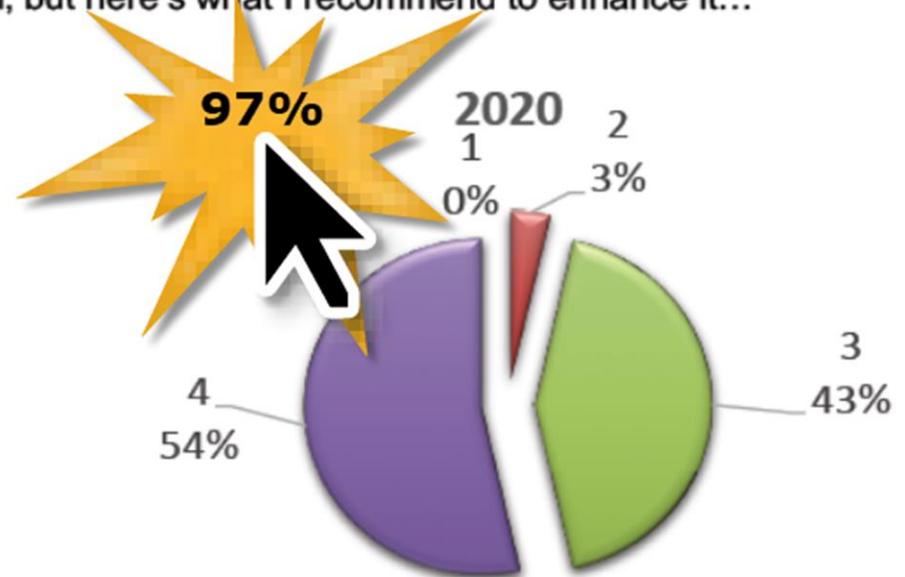
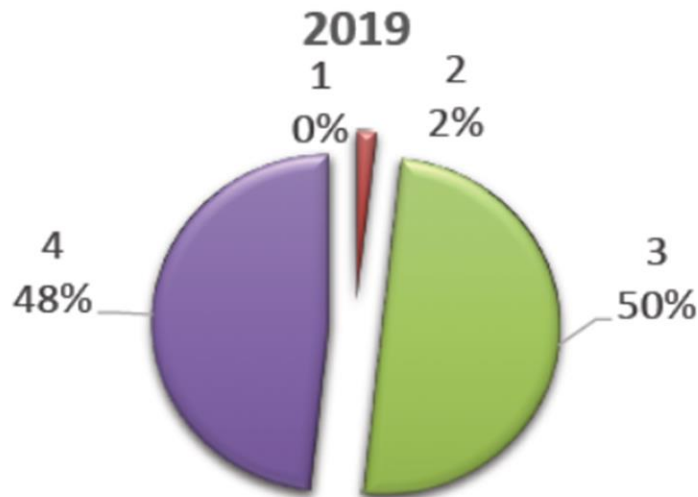
**7. Please describe your satisfaction with the orientation program and provide any suggestions for enhancing the experience.**

1 – highly dissatisfied with the orientation program; here's what I recommend to enhance it...

2 – marginally dissatisfied with the orientation program; here's what I recommend to enhance it...

3 – satisfied with the orientation program, but here's what I recommend to enhance it...

4 – highly satisfied with the orientation program, but here's what I recommend to enhance it...

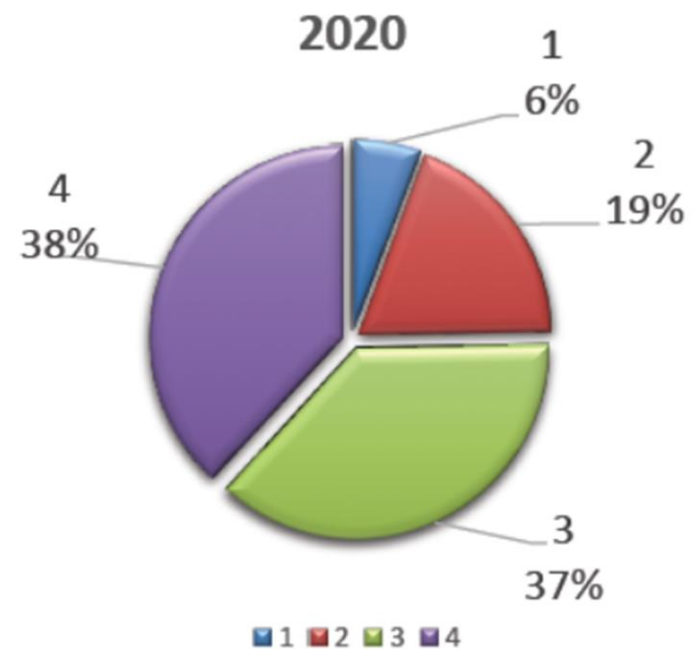
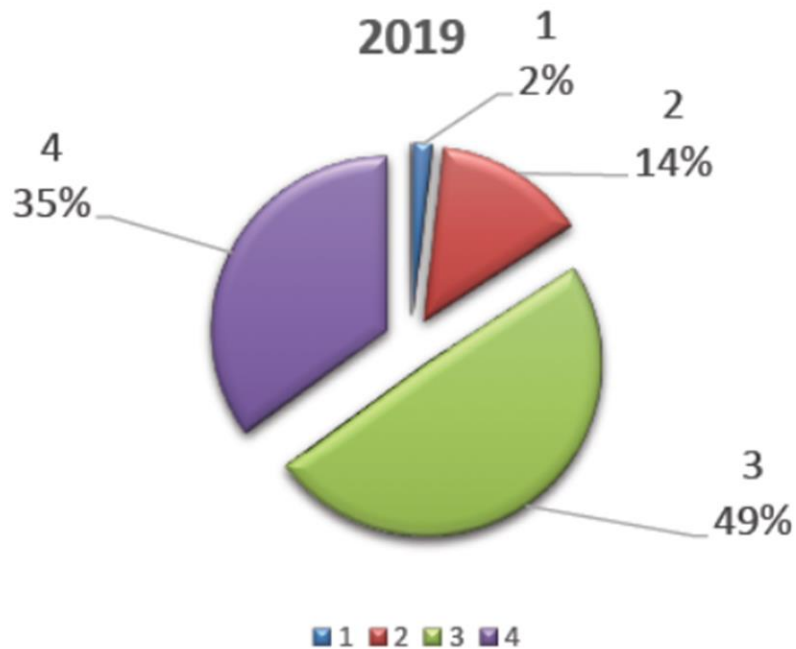


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# Housing?

## 8. Please describe your experience finding suitable housing.

- 1 – highly dissatisfied with the difficulty finding housing
- 2 – marginally dissatisfied with finding housing
- 3 – satisfied with the housing I found
- 4 – highly satisfied living where the world vacations



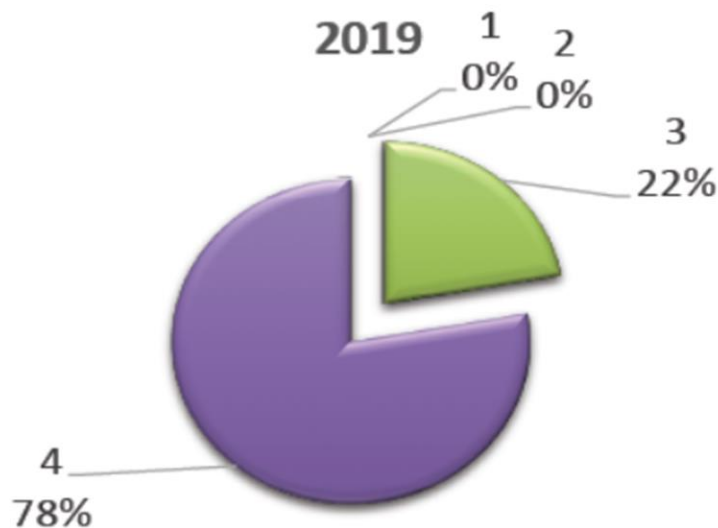
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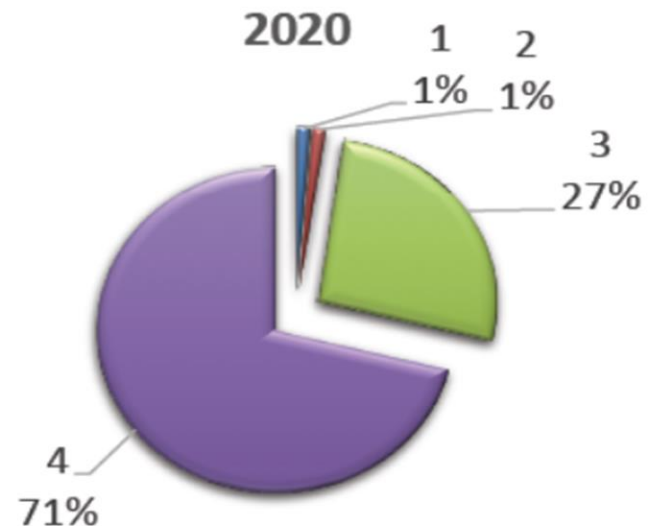
# Workforce Cultural Assimilation

## 9. Please describe your satisfaction as you begin your experience with us?

- 1 – highly dissatisfied; rethink this program and here's why...
- 2 – marginally dissatisfied and here's why...
- 3 – satisfied; I am happy here; I recommend...
- 4 – highly satisfied; I made the right choice to work where the world vacations!



1 2 3 4



1 2 3 4



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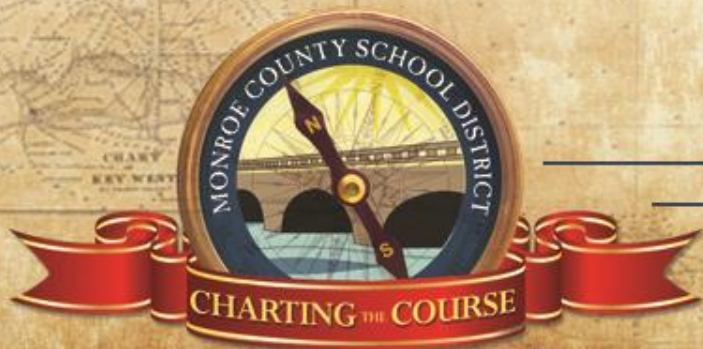
**The Monroe County School District... A+**

**We're increasing our branding presence...**

**We deliver an appreciable product...**

**We attract, recruit & retain the best  
workforce...**

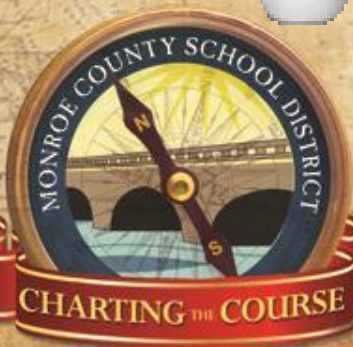
**...because it's what our STUDENTS  
deserve!**



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# Questions...



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