Human Resources

Public Education

Improving the life chances of every child
so they become responsible & compassionate global citizens.

HR in Public Education

Employer of Choice to attract, retain and engage staff with the necessary skills, mindset and inspiration to be their best self and do their best work in service to all students.

SD71 as an Employer

- SD71 is the 2nd Largest Employer in the Comox Valley
- SD71 currently employs over 1300 employees:

    455 Teachers (+ 286 TTOCs), 47 P/VPs

    374 Support Staff (+ 170 SSOCs), 23 Exempt Staff

SD71 as an Employer

As employers, school districts are
legally and morally responsible
for their students and staff's well-being and care.

HR at SD71

Board's Strategic Goal = Organizational Sustainability

"Supporting Students by Serving Employees"
 Through 4 Pillars of C.A.R.E.

C.A.R.E. Pillar # 1 = CHAMPION

Human Resources

- Employee Rights and Responsibilities, Employee Handbook
- Employer's Contractual and Legal Obligations, Employer's Expectations
- People Management Best Practices/Policies/Protocols, Employee WebCentre
- Collaborative Labour Relations, Mediation, Complaint/Grievance Resolution
- Contract Management, Collective Bargaining, Coaching, Employee Services

C.A.R.E. Pillar # 2 = ATTRACT

- Recruitment-- internal and external candidates
- Staffing Vacancies (Teachers, Support Staff, Exempt Staff, on-call Staff)
- Promoting SD71's Brand - Posting Boards, Social Media, Career Fairs
- On-line Application Process, On-Boarding, Employee Orientation

C.A.R.E. Pillar # 3 = RETAIN

- Employee Benefits, Employee & Family Assistance Program

- Employee Wellness, Work2Wellness Initiatives

- Workplace Accommodations, Stay at Work Programs

- Attendance Management, Return to Work Processes

Human Resources

C.A.R.E. Pillar # 4 = ENGAGE

- School District Culture, Employee Engagement
- Performance Management, Personal/Professional Growth
- Employee Training & Development, In-Service, Learning Series
- Celebrating Success, Employee Recognition, Mentorship Programs

Human Resources

C.A.R.E. Pillars = Feedback Loop

Human Resources

- Continuous Improvement - Annual Review/Renew Cycle in HR

    Employee Surveys, Focus Groups, Joint Committees

    Interviews (New Hires, Current Staff, Exiting Employees)

- Baseline Data- Evidence-Based vs Anecdotal – Inform Areas of Focus

- Responsive/Adaptable to Changing Priorities – Reporting Yearly

C.A.R.E. Pillars In Words & Actions

Human Resources

continuous learning
INNOVATION engaging
Supporting STUDENTS champion
by SERVING Employees
community
wellness Safe transformational
caring Harbour