

# HUMAN RESOURCES DEPARTMENT UPDATE

March 16, 2017

Governing Board Presentation

# Discussion Topics

## Staff Wellness Survey

- ✕ Survey Results
- ✕ Response
- ✕ Outreach Efforts

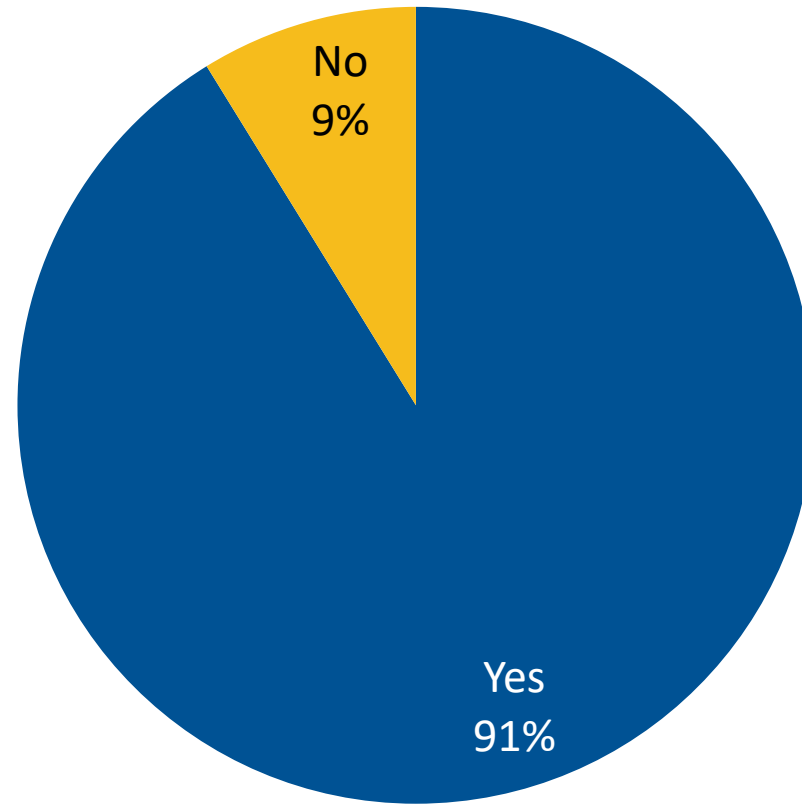
## Onboarding and Recruitment Process

- ✕ Overview of Hiring Process
- ✕ “Campbellizing”
- ✕ Recruitment

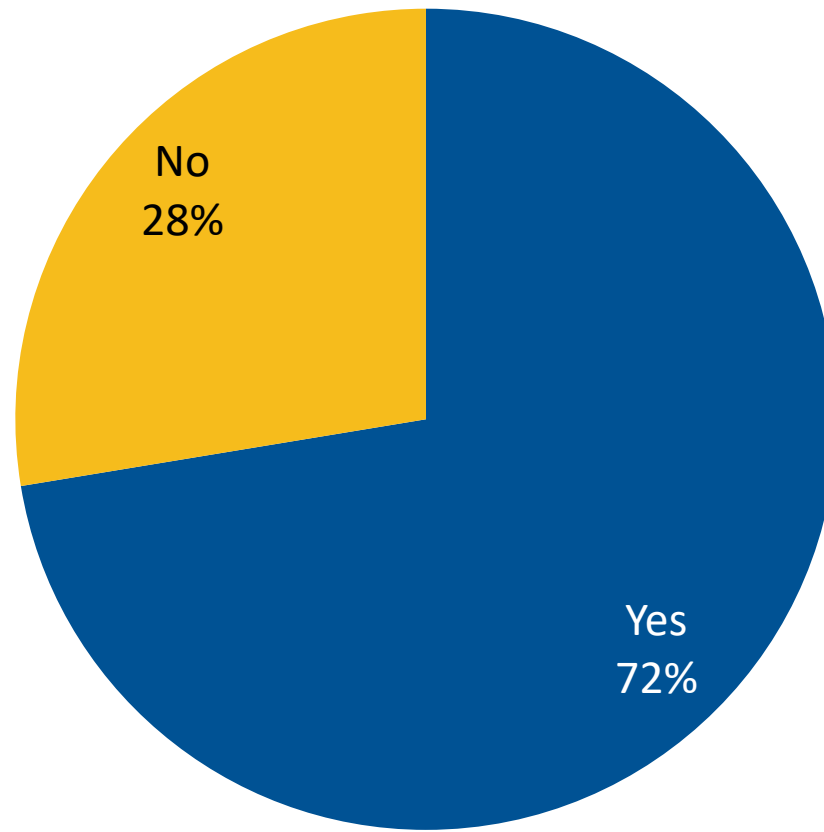
# Survey Process

1. Potential survey questions reviewed by HR, CETA and CSEA leadership
2. Sent out to all employees
  - Email
  - “Most Valuable Resource” Blog
3. Incentive for participating
4. 206 participants ~ over 20% participation

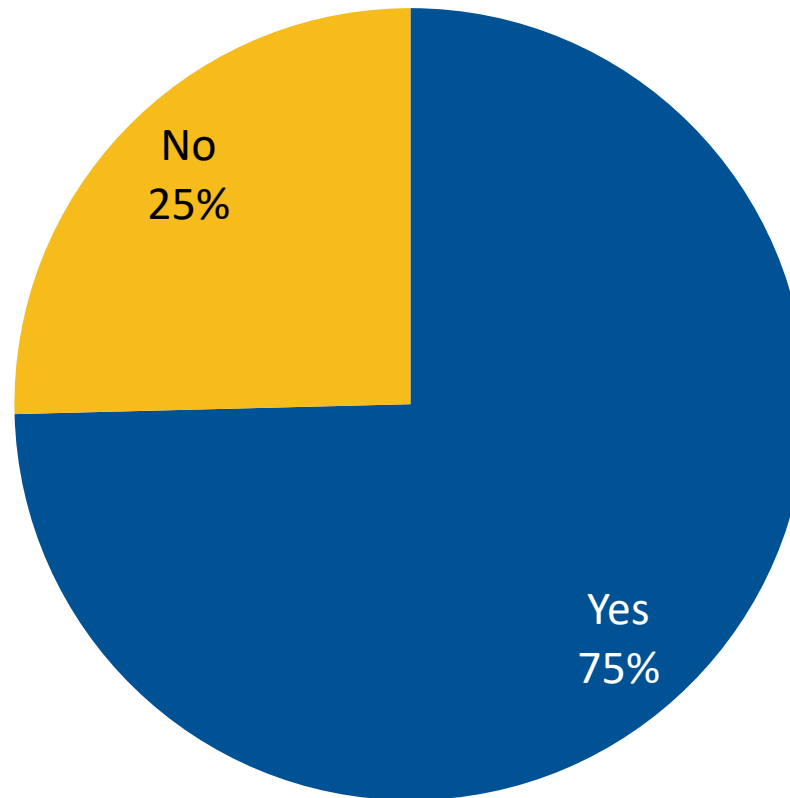
# Would you participate in employer-sponsored health improvement activities at work?



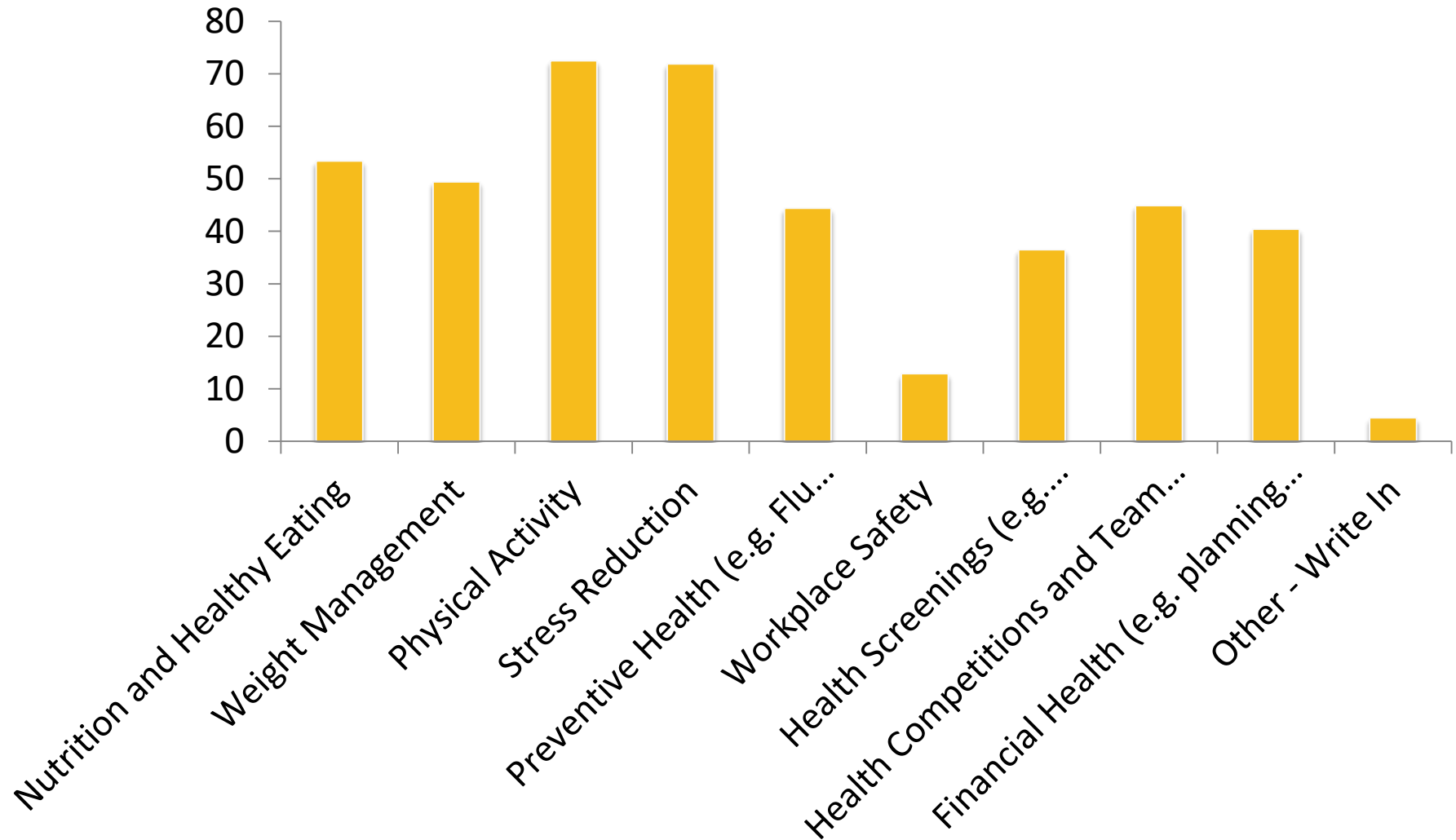
**Are you currently involved in a healthy activity (gym, walking, etc.)?**



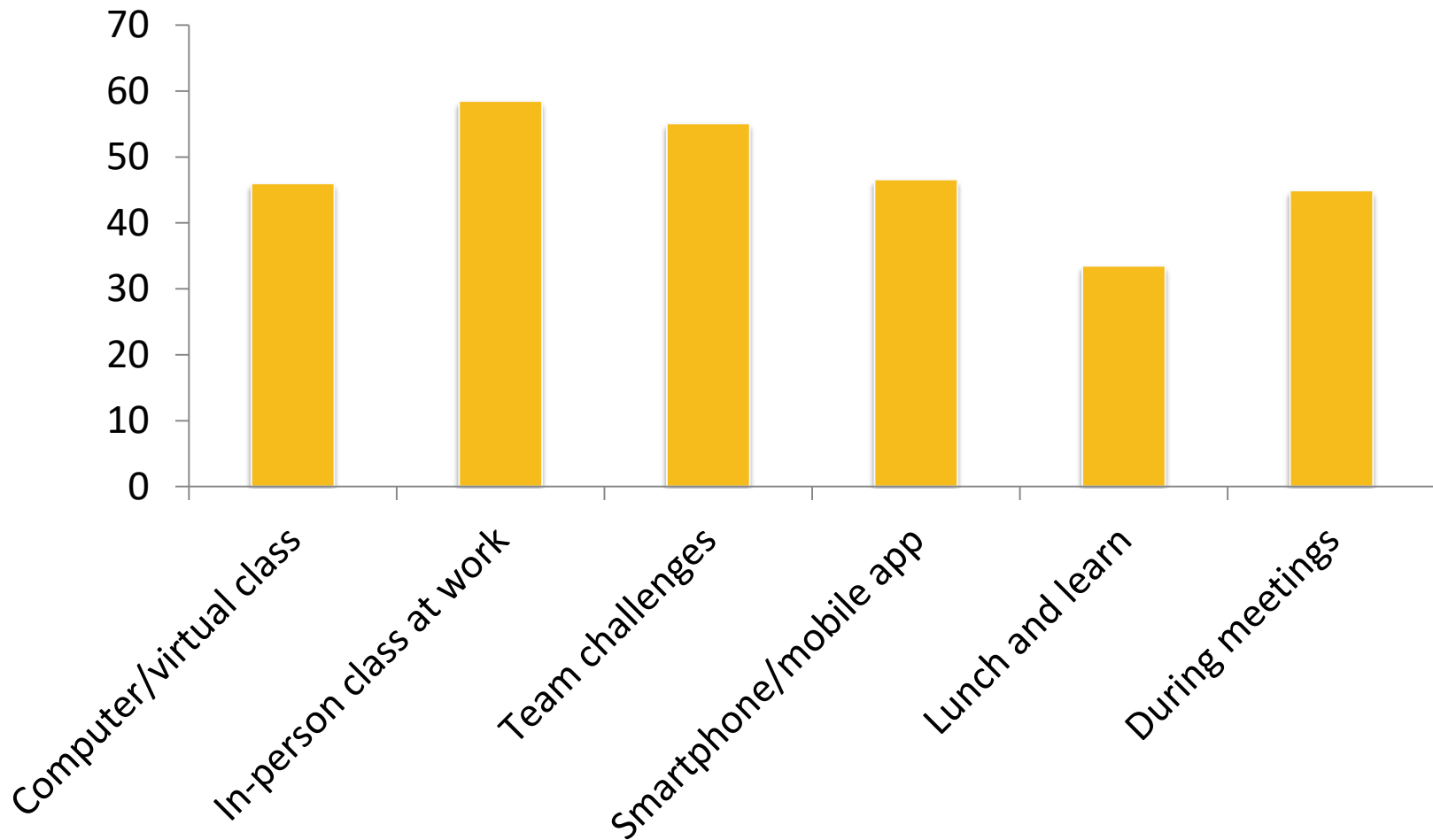
# Would you use interactive online tools to learn about your health?



# If offered, which wellness programs and activities would you participate in at work? (Check all that apply)

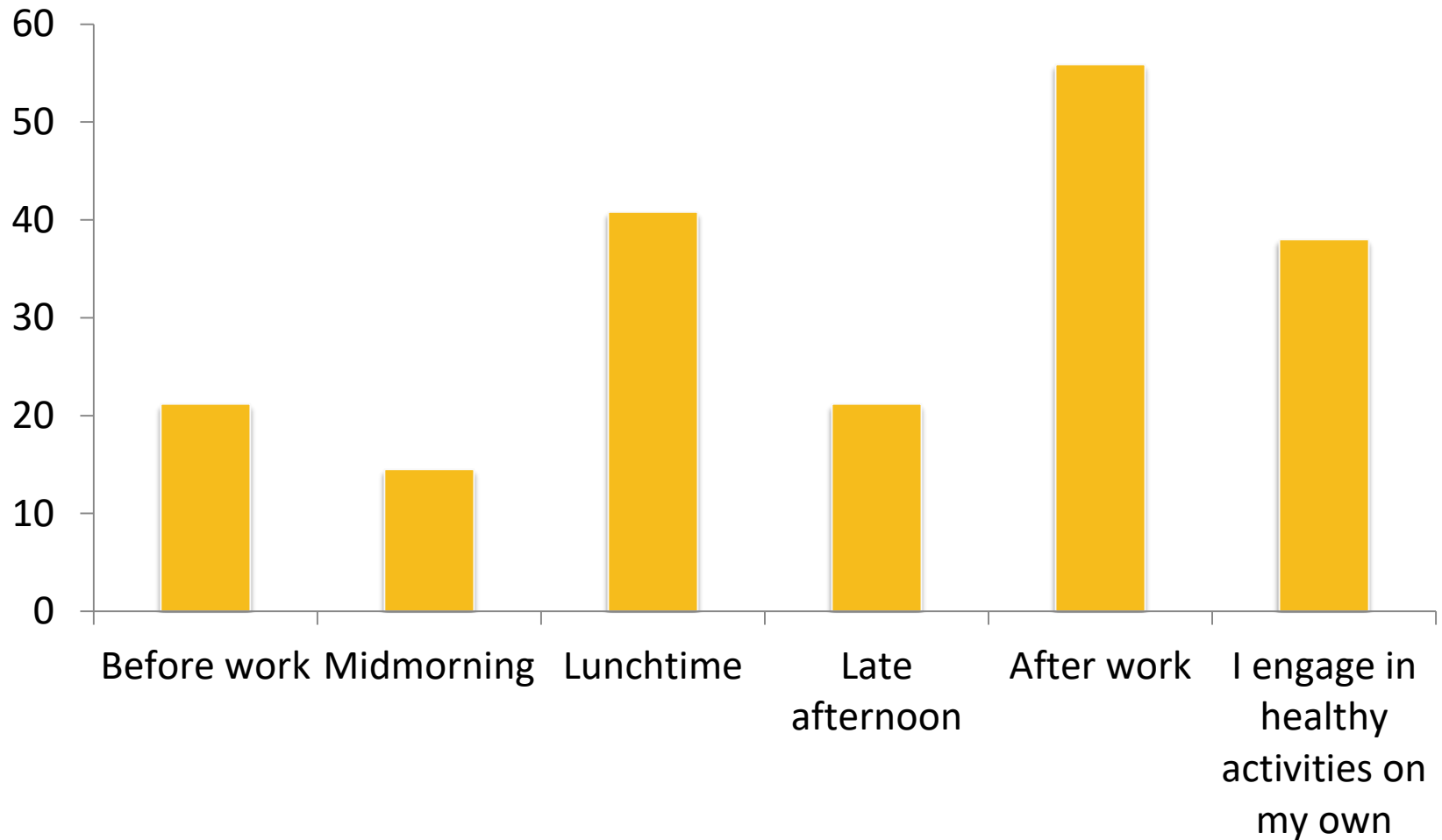


## How would you prefer to engage in wellness programs and activities at work? (check all that apply)

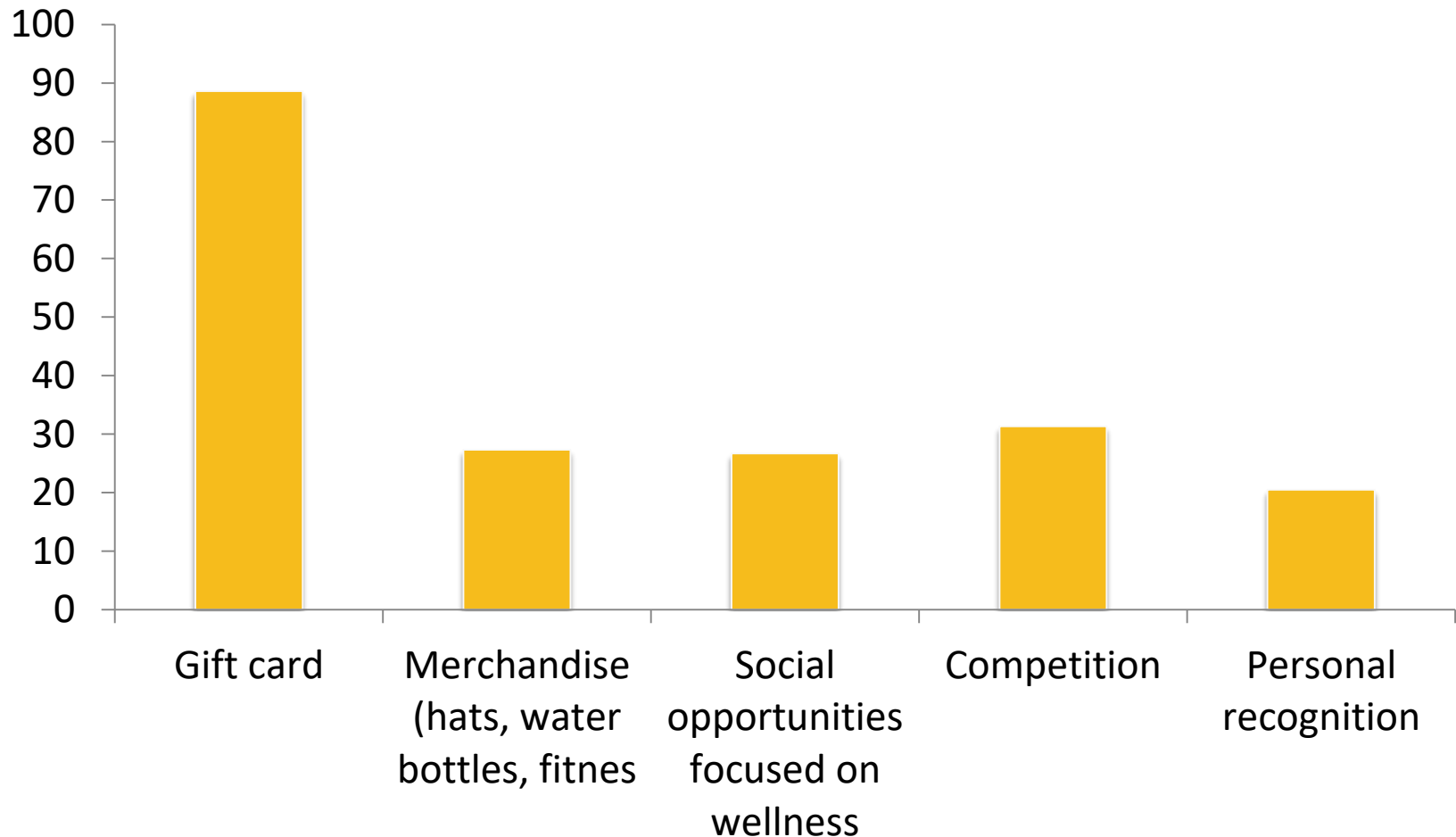




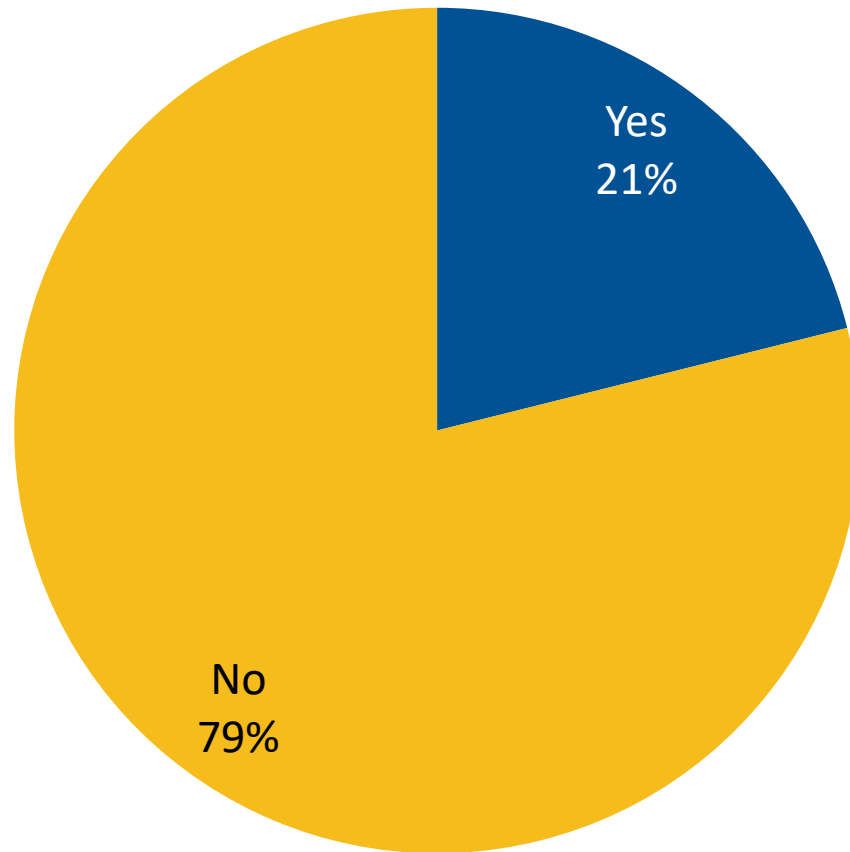
# What is the best time for you to participate in on-site activities?



## IF rewards or incentives were offered for workforce health and wellness program participation, what would motivate you most to participate? (Check all that apply)



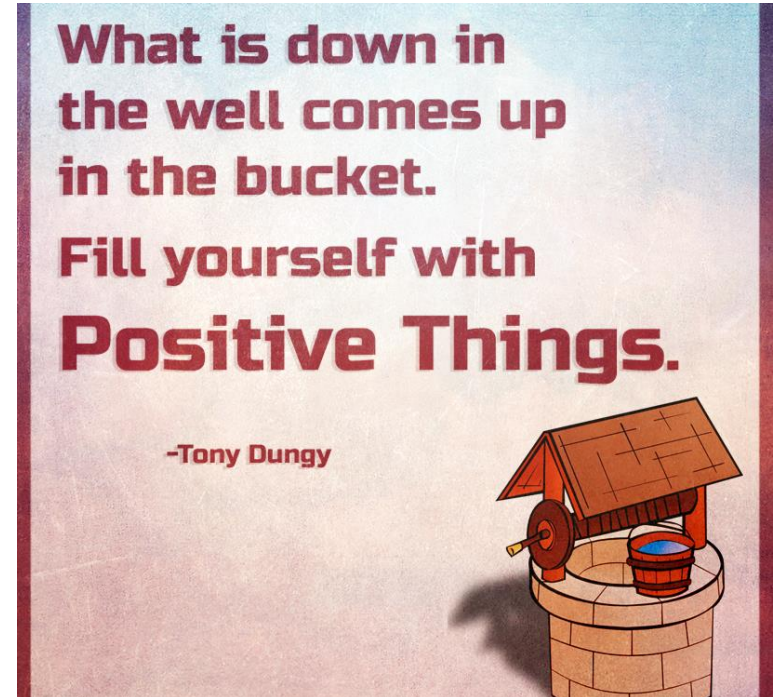
## Are you interested in being part of the wellness committee to support a healthier workplace?



# Next Steps

## Branding

- ✧ Generating a logo contest for “**Be Well**”
  - ⦿ Keep your own well full
  - ⦿ Graphics & Content



*We want to be sure that our staff have ways to consistently fill their reservoirs because they are constantly giving of themselves to others*

# Next Steps Continued

- ✧ Review potential resources to address needs with our community partners
  - ⦿ Kaiser Community Benefits
  - ⦿ CalPERS Regional Representative
  - ⦿ El Camino Hospital
- ✧ Add members to the committee
- ✧ Generate menu of ideas - determine goals and metrics
- ✧ Connect with Staff Appreciation Week
- ✧ Focus at Orientations
- ✧ Launch at Back to School Breakfast

# RECRUITMENT AND ONBOARDING

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# Recruitment for Certificated

- ✧ EdJoin.org Job Postings
- ✧ Involvement with local universities
  - ⦿ Advisory Board for SJSU MA program
  - ⦿ On campus interviews at Santa Clara, Stanford and SJSU Speech Program
  - ⦿ Present to classes at SJSU Credential Program
- ✧ Student Teacher Placements
- ✧ Videos
- ✧ Classified Staff
- ✧ Out of Area/Out of State, Conferences

# Recruitment Video

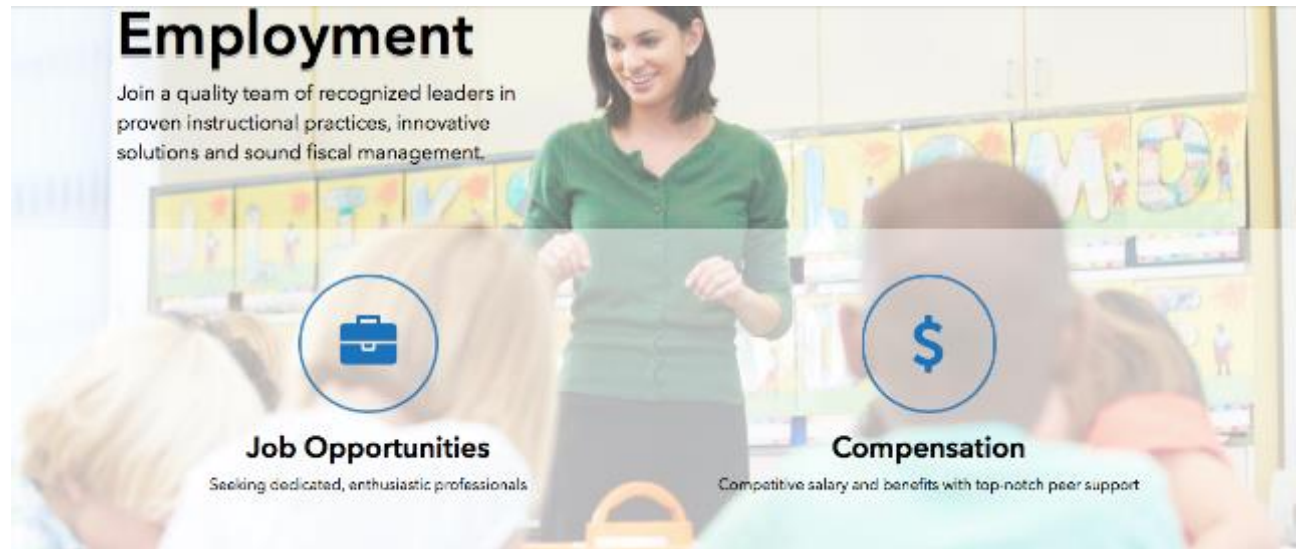
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✕ <https://youtube/xNUsXoz7iRk>



# Recruitment for Classified

- ✖ Friends and Family of Current CUSD staff
- ✖ Parents of our students
- ✖ Online sites: EdJoin.org, Indeed.com, Craigslist.com
- ✖ District Website



# Orientation

- ✧ Certificated – Mid August
  - ⦿ Helpful hints from colleagues
  - ⦿ Reach out to new teachers for input
    - Seeking additional ways to provide access to information – intranet
- ✧ Videos about the district programs, initiatives
- ✧ Staff Handbook – converting to Intranet FAQs
- ✧ Personalized orientation for those hired after school begins
  - ⦿ Considering two additional group orientations

# Onboarding Process

- ✖ Paper intense due to compliance requirements
  - ⦿ Sending in advance for convenience
- ✖ Provide Professional Development Information
- ✖ Model Customer Service – Campbell Family
- ✖ Connect with site/department for introductions



# Continued Orientation Refinement

- ✧ Solicit feedback from new hires
- ✧ Welcome procedures for all sites and departments
- ✧ Buddy System
- ✧ Check-in with all new hires

