

Action Plan

Strategy Number: 1
 Plan Number: 1
 Date: December 13, 2010

STRATEGY: We will purposefully hire, continually train, and hold accountable all GCISD staff to ensure the fulfillment of the GCISD mission and strategic objectives.

SPECIFIC RESULT: GCISD policies, practices, and documents used in the recruiting and hiring process will align with the District's mission, vision, beliefs, strategies, and strategic objectives.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Evaluate all practices, procedures, policies and documents to ensure alignment with the GCISD mission, vision, beliefs, strategies, and strategic objectives.				
2	Identify and implement innovative strategies in the recruiting and hiring process i.e. electronic portfolios, electronic reference check, etc.				
3	Manage a portrait of critical attributes for all positions in alignment with GCISD mission, vision, beliefs, strategies, and strategic objectives.				
4	Create a bank of content specific interview questions and responses (listen fors) for every department.				
5	Establish a partnership with selected colleges and universities to showcase GCISD.				
6	Develop a process for communication between Human Resources, Educational Services/Operational Services, and the campus during the hiring process.				
7	Evaluate initiatives annually to ensure optimum return on investment toward achieving the mission, vision, and beliefs.				

Responsible:

Cost Benefit Analysis

Strategy Plan: 1
 Plan Number: 1
 Date: January 12, 2011

STRATEGY: We will purposefully hire, continually train, and hold accountable all GCISD staff to ensure the fulfillment of the GCISD mission and strategic objectives.

SPECIFIC RESULT: GCISD policies, practices, and documents used in the recruiting and hiring process will align with the District's mission, vision, and beliefs.

COSTS

Tangible:

Approximate expenditures

Funds for:

- Software to support innovative hiring practices
- Training staff on new hiring procedures
Possible cost for subs-\$80/day
- Development of college and university partnerships

- \$5,000 or less for possible costs other cost.
 - Web based applications range from \$18,000-\$25,000 initial cost and \$3,000-\$7,000 annually.

Total Cost: \$10,000-\$40,000
 Depending on program used

Intangible:

Increased workload for multiple staff members

Anxiety about new hiring procedures and practices

BENEFITS

Tangible:

HR practices aligned with District's mission, vision, and beliefs

New hires are better matched with District's mission, vision, and beliefs

Increase in highly qualified applicants applying to **Error! Reference source not found.**

Increase in student achievement

Less turnover in staff

Total:

Intangible:

Increase in staff morale

Improved collaboration between HR, Education Services, and campuses

Less time spent with ineffective employee concerns

Hiring process is more streamlined and thus saves time

Has the action team deemed this action plan to have sufficient return on investment? Yes