



Fairfax County
PUBLIC SCHOOLS
ENGAGE • INSPIRE • THRIVE

HRAC UPDATES

Department of Human Resources

January 7, 2019

Overview of Updates

- Office of Research and Strategic Improvements (ORSI)
- Society for Human Resource Management (SHRM)
- Gallup Information
- Strategies from other School Districts

ORSI

- ORSI will use regression analyses to investigate which factors predict teacher retention
- Factors examined will include employee engagement data and school demographics

SHRM

- Meeting with Fairfax Chapter leadership on January 23
- Plan to share the objectives of HRAC
- Invite guest speaker (retention content expert to March or April meeting)

Gallup

- According to the *State of the American Workplace Report*, the majority of employees say a role that allows them to have greater work-life balance and better personal well-being is “very important” to them, and 91% of employees say the last time they changed jobs they did so to find those two things; work-life balance and well-being
- 51% of currently employed workers are actively looking for a new job or watching for openings

Gallup (continued)

- Comprehensive Employee Strategy
 - Align your employee experience to purpose, brand, and culture
 - Focus on the seven essential stages of the employee life cycle
 - Remember the core needs at the heart of every stage

Gallup: 12 Questions of Engagement

1. Do I know what is expected of me?
2. Do I have the materials and equipment I need to do my work right?
3. Do I get to do what I do best every day?
4. Have I received recognition for my work recently?
5. Does my supervisor care about me as a person?
6. Does someone at work encourage my development?
7. Do my opinions count?
8. Does the mission of my organization make me feel my job is important?
9. Is my team committed to doing quality work?
10. Do I have a best friend at work?
11. Has someone talked to me recently about my progress?
12. Do I have opportunities to learn and grow?

Gallup: Final Facts

- The number 1 reason people change jobs today is “career growth” opportunities
- Coaching conversations are cited as being critical to retaining employees---employees must be able to see their value add
- According to SHRM’s recent *Human Capital Benchmarking Report*, the average organizational turnover rate in the US in 2016 was 18%

Other Districts Contacted

- Howard County Public School System
- Montgomery County Public Schools
- Loudoun County Public Schools

Strategies and Best Practices to Consider

- Intent surveys/Exit Surveys
- Stay conversations
- Coaching conversations/Frequent Feedback
- Focus Groups
- Support for new leaders/managers as they build teams
- Recognition Programs
- Wellness Programs/Work-Life Balance Conversations
- Engagement Goals in the School Improvement Plans
- Working with School Management and Instructional Support leaders to share information and strategies for best practice

