

Human Resources

Strategic Plan Update

Dr. Cindy Salloum
October 11, 2022



FORSYTH COUNTY SCHOOLS
Human Resources

Safe

Connected

Thriving

FCS Governance Goals



Goal 2

Alignment of Strategies, Initiatives, and Resources to the FCS Learner Profile



Goal 3

Effective and Efficient Financial Planning



Goal 4

Making Our Large Schools Feel Small

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FCS Strategic Plan

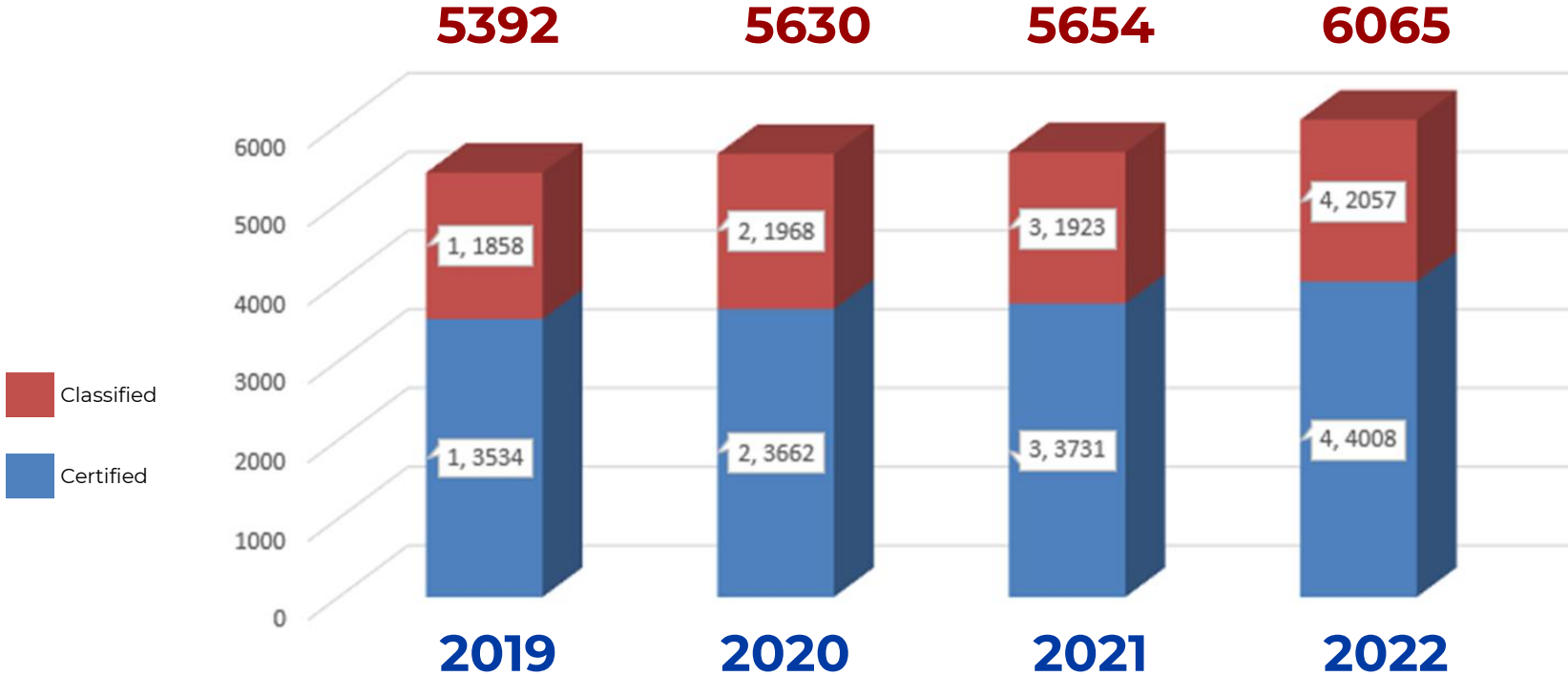
- ❑ The Learner Experience
- ❑ Staff Recruitment and Development
- ❑ Social and Emotional Health
- ❑ Culture, Climate, and Community
- ❑ Operational Excellence

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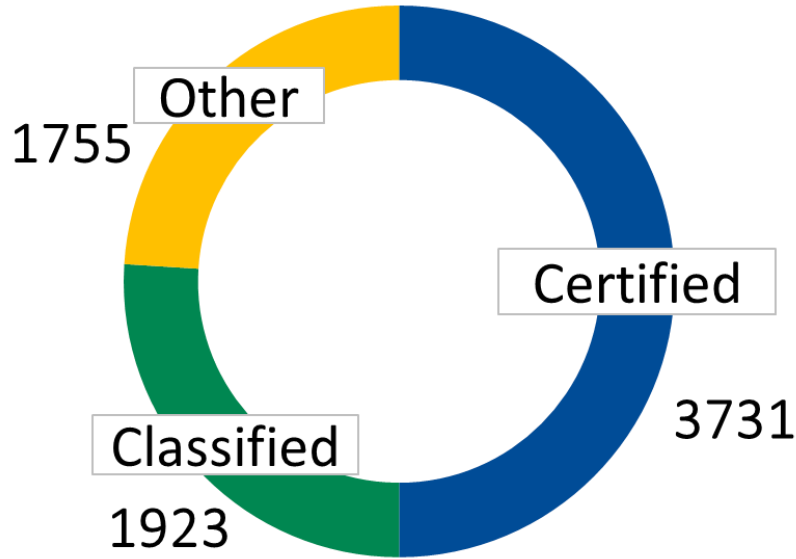
Thriving

FCS Employment

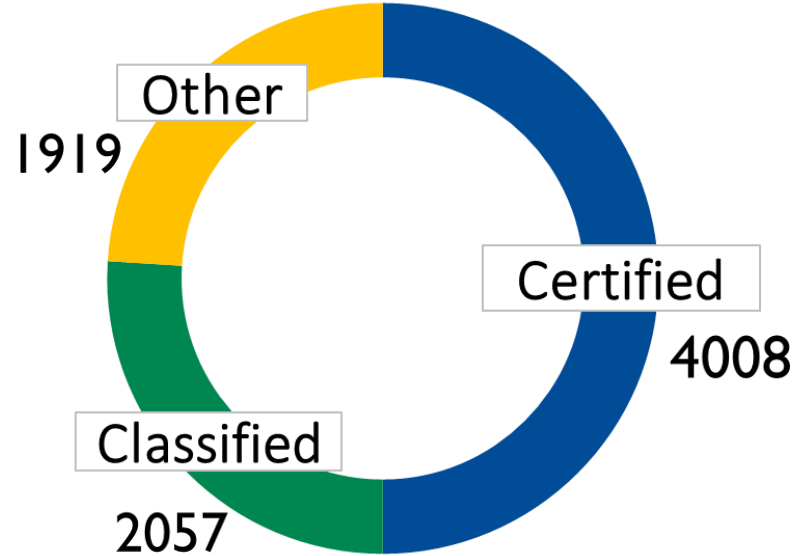


FCS Employment

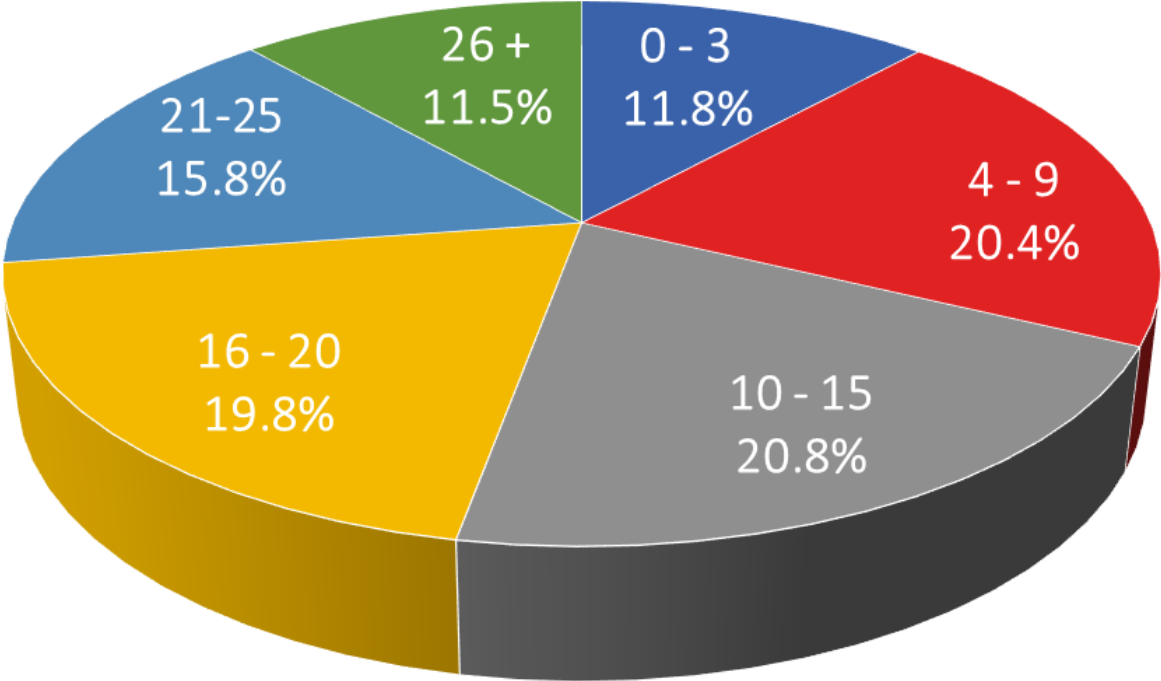
2021-2022



2022-2023



FCS Teachers - Years of Teaching Experience



2022 - 2023 New Employees

778

Total number of new hires since June 1, 2022

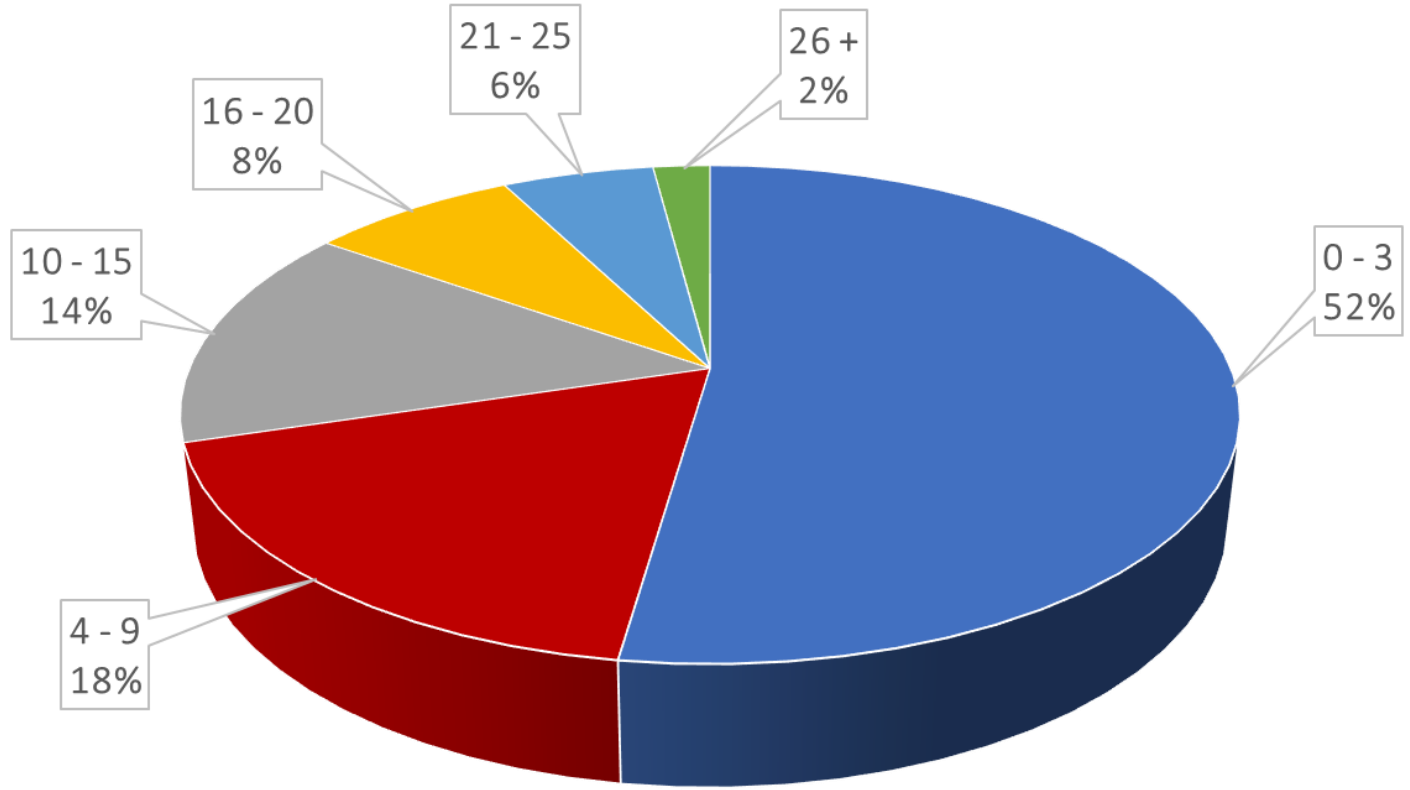
480

Certified Hires

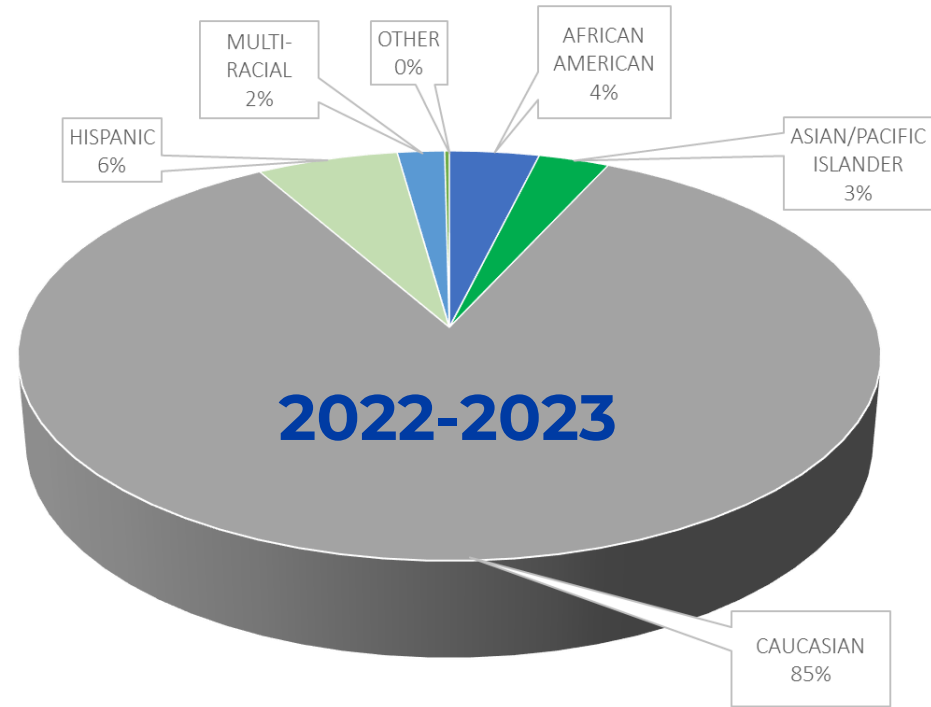
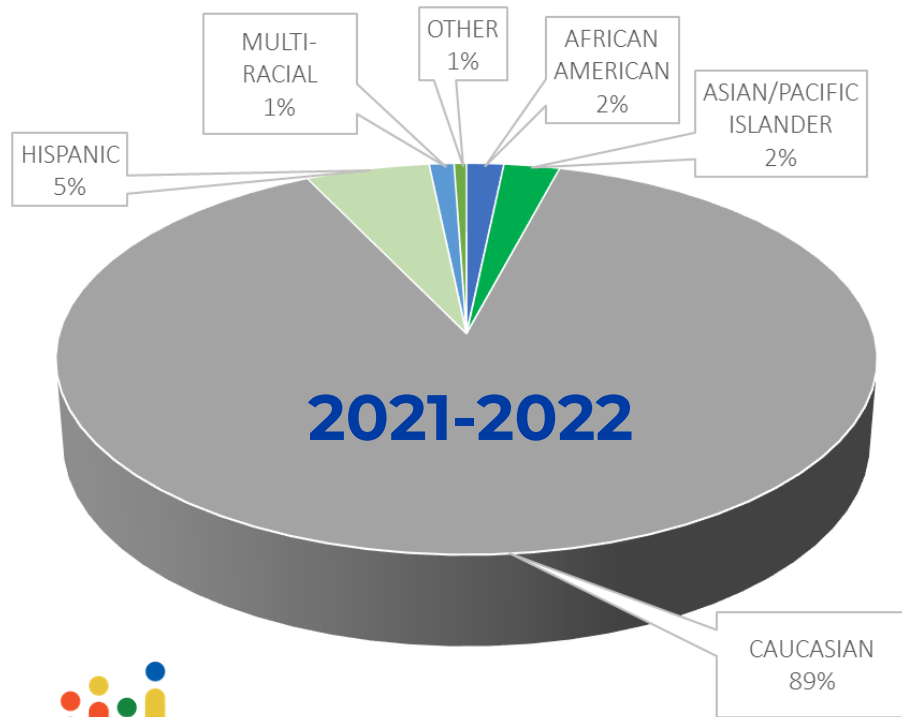
46

FCS Parapro to Teacher

New Certified Staff - Years of Experience



New Certified Staff Race and Ethnicity



School Administration Updates 2022-2023

PRINCIPALS (12)

- ❑ 8 New Principals
- ❑ 4 Internal Transfers

ASSISTANT PRINCIPALS (33)

- ❑ 24 New APs
- ❑ 9 Internal Transfers

Certified Staff Recruitment Summary

Setting	Number of Job Fairs Attended	Number of Contacts Made	Number of New Hires	Recruitment %
Virtual	9	180	27	6.22%
In-Person	27	843	192	44.24%
TOTAL				50.46%

FCS Strategic Plan Goal

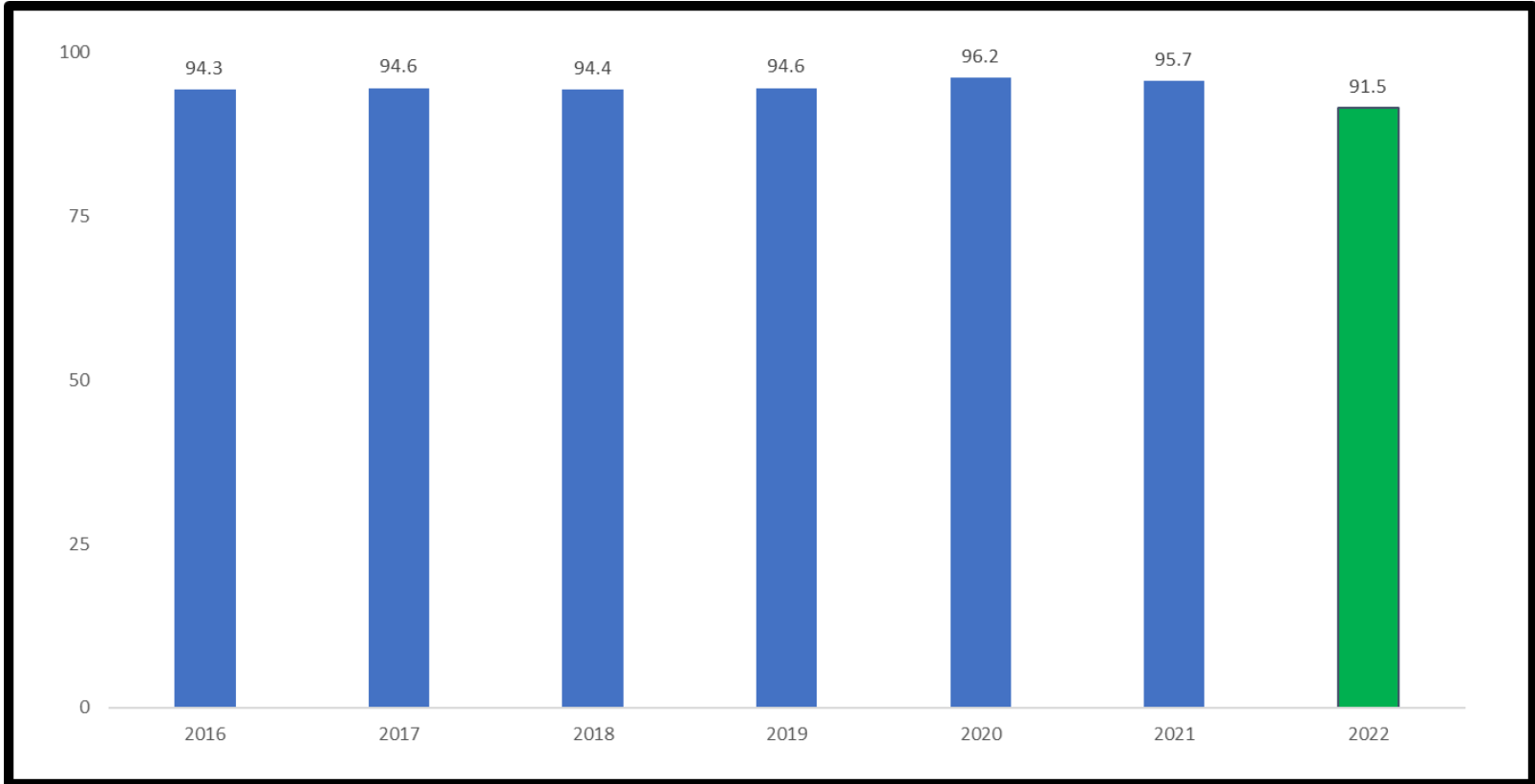
Staff Recruitment and Development

(A) Acquire and retain excellent staff

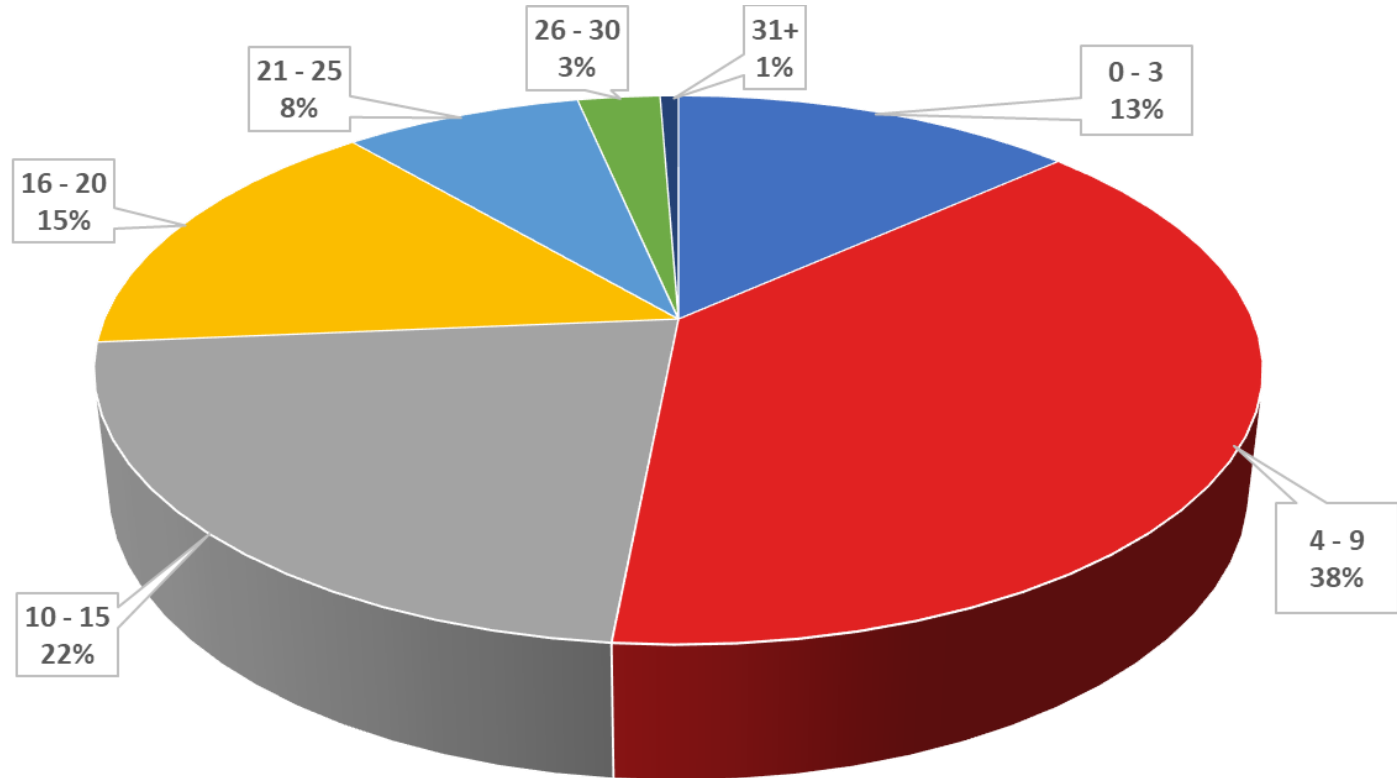
1. Recruit highly qualified staff

Performance Measure: Increase the percentage of candidates hired as a result of recruitment efforts by 3% of the gap from 50.46% to 51.95%

FCS Certified Retention Trends



Certified Separations - Year of Experience



Certified Separations - Reasons for Leaving

Health and/or Family	28%
Transfer to Another District	25%
Relocation	21%
New Career	19%
Other or No Reason Given	8%

Certified Separations: Years 4 - 15

60% of Certified Staff who resigned in the 2021-2022 school year had 4-15 years of experience.

4 - 9 Years of Experience	
Health and/or Family	37%
New Career	25%
Transfer to Another District	21%
Relocating	13%
No Reason Given/Other	4%

10 - 15 Years of Experience	
Health and/or Family	34%
Relocating	21%
Transfer to Another District	19%
New Career	14%
No Reason Given/Other	12%

FCS Strategic Plan Goals

Staff Recruitment and Development

(A) Acquire and retain excellent staff

(B) Build and develop individual staff capacity

Performance Measures:

- Increase the percentage of retained staff by 3% of the gap from 91.49% to 91.75%.
- Increase the percentage of retained staff in high needs areas by 3% of the gap from 91.24% to 91.5%.

Georgia's Teacher Dropout Crisis (2015)

“Something must be done,
education is in a major crisis.”

Franklin Co. Middle School Teacher

Teacher Burnout in Georgia (2022)

“If you want to address the burnout
problem, the first step is repeating and
internalizing this mantra: Burnout is about
your organization, not your people.”

Jennifer Moss, The Burnout Epidemic

The Employee Experience



Forsyth County Schools
Human Resources

Action Steps

- ❑ Employee Experience and Wellness
- ❑ Compensation and Allotments
- ❑ Community and University Partnerships
- ❑ Forsyth Teacher Academy
- ❑ Induction and Mentoring

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