

Office of Human Resources Update

05/26/2020



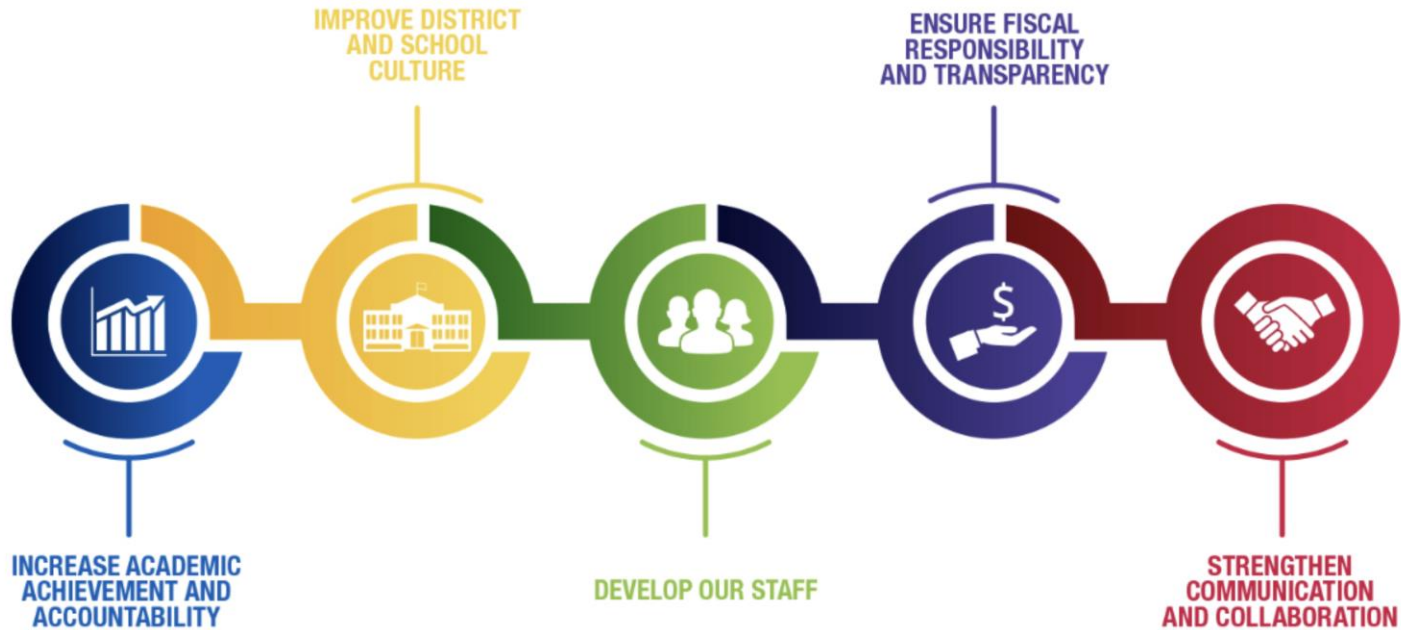
Presenters:

Calvin Fermin, Deputy Superintendent
Evangeline Scoptur, Interim Chief Human Resources Officer

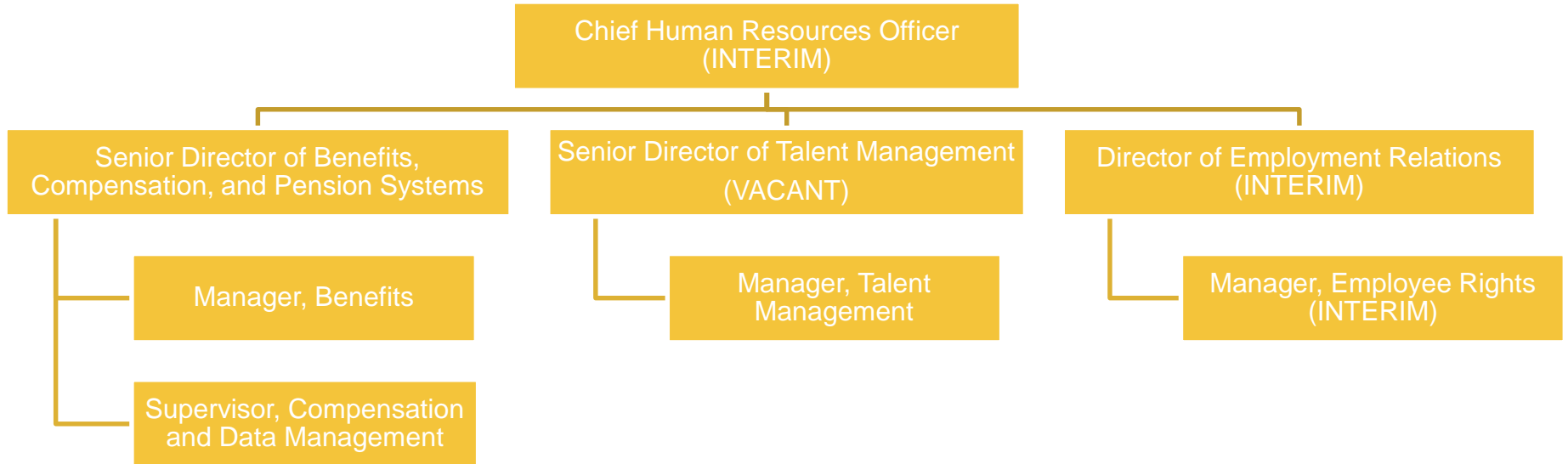
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PUBLIC SCHOOLS

Dr. Keith P. Posley, *Superintendent*

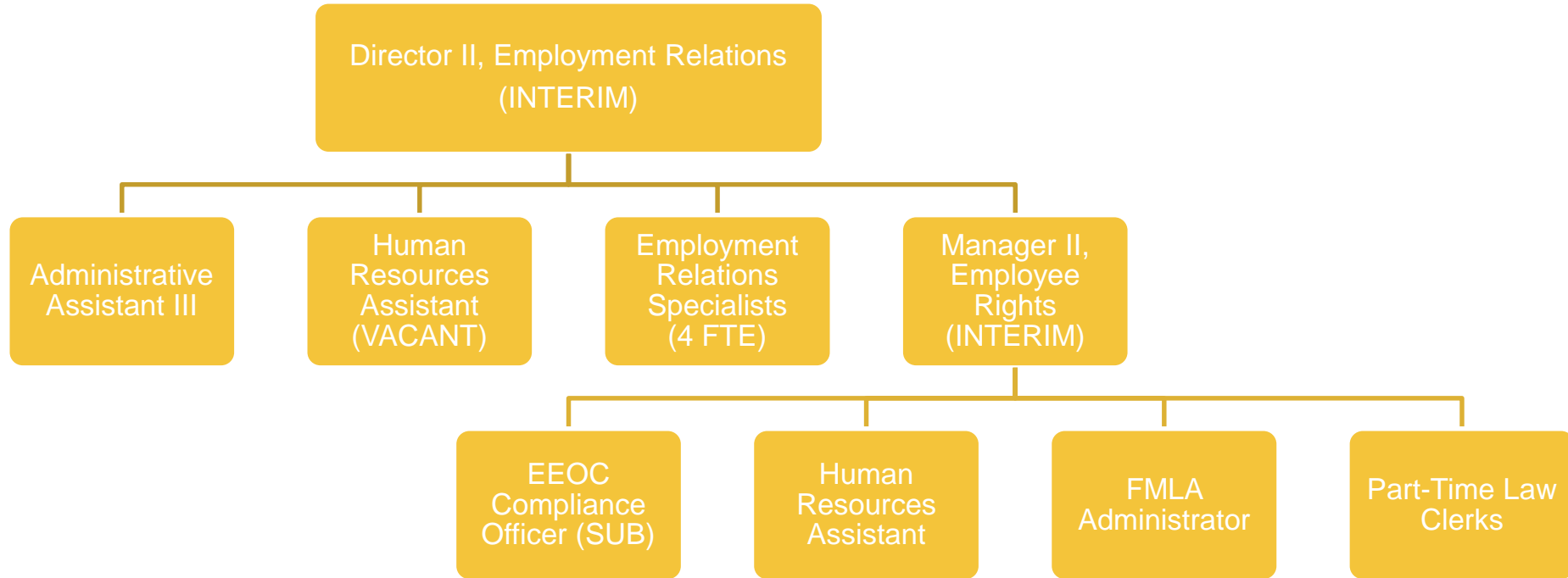
5 Priorities for Success



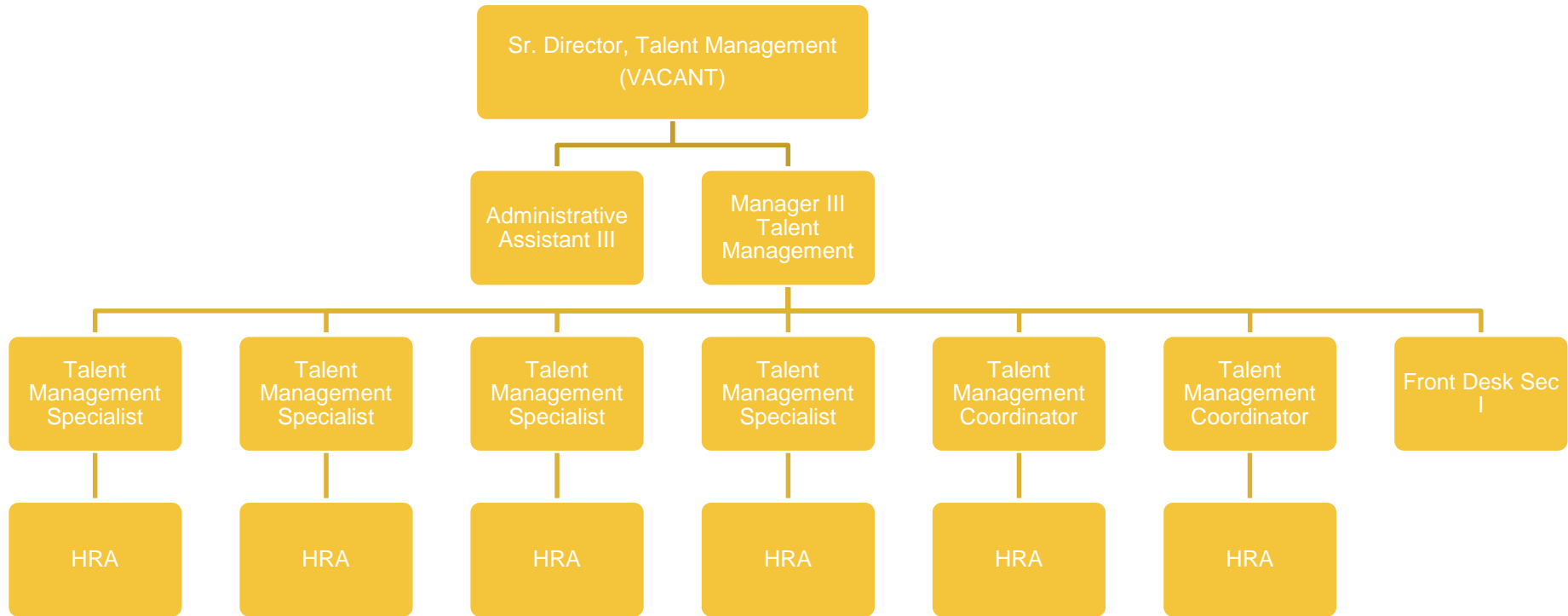
Office of Human Resources



Department of Employment Relations



Department of Talent Management



Office of Human Resources Update

- The Council of the Great City Schools (CGCS) reviewed the current structures and practices of the Office of Human Resources.
- This presentation shares the three year implementation plan based on the recommendations contained in the report.



CGCS Recommendations

- Reorganize
- Create efficiencies in the hiring process
- Improve the customer experience
- Develop standard operating procedures
- Districtwide evaluation system
- Update all job descriptions
- Upgrade HR data systems
- Marketing and recruitment plan
- Appropriate staffing levels in HR
- Increased communication with School Administration
- Comprehensive onboarding by position
- Collaborate with local unions
- Analyze retention and exit information



YEAR ONE

Completed

- Restructure of Talent Management Department
- Combine the Department of Employment Relations and the Division of Employee Rights Administration
- Changes to civil service exams
- Changes to physical screening
- New Educator Institute (NEI) expanded
- Evaluation system
- Exit survey data compiled and shared
- Salary Step Schedules
- MPSstepschedules@milwaukee.k12.wi.us

In-Progress

- Frontline Applicant Tracking System
- Frontline Central System
- Inverify – Employment Verification System
- Job description updates
- Compensation manual
- New hire credentials and systems access
- Quarterly meetings with regional teams
- Customer service satisfaction survey (all CO)
- Appoint vacant, interim, and sub positions in HR
- HRhotline@milwaukee.k12.wi.us



YEAR ONE

On-Going

- Recruitment Events
- Onboarding for classified staff in HR and department specific
- MPSU and other alternative pathways
 - Moved some onboarding from HR to ODO in Academics
- Labor Management meetings
- Quarterly HR updates to the board



YEAR TWO

- Frontline Central
- Video recruitment and interview process
- Talent Management standard operating procedures and manual
- PeopleSoft and IFAS upgrades
- New Educator Institute expanded to 5 days
- Re-evaluate full time substitute position
- Monthly regional administrator meetings
- Study of appropriate staffing levels for HR
- Customer satisfaction survey (through application system)
- Succession planning and cross-training
- ID badge process
- Stay surveys
- Recruiter positions
- Online benefits enrollment system
- Council of the Great City Schools return



YEAR THREE

- Position Control
- Call center for HR
- Web page upgrade and redesign
- District selected PD and trainings for compensation
- Retention study
- Strategies and funding for hard-to-staff and critical areas



Thank you.



Dr. Keith P. Posley, *Superintendent*

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