



Aspirational Goal 2, Priority 3

All FCPS Departments and Schools

January 10, 2018

Presenter(s):
Jamie Aliveto, Director, System Accountability & School Improvement (SASI)
Gina Keefer, Senior Manager, Human Resources
April Vierra, Teacher Recruiter, Human Resources

ACTS

Academics, Communications, Technology and Student Achievement

ASPIRATIONAL GOAL 2:

FCPS will hire, support, and retain staff who champion individual, professional, and student excellence.

- Priority 3—FCPS will implement strategies to ensure a high quality and diverse workforce.
 - ▶ Measurable goals and indicators—2016 and 2017 data
 - ▶ Accomplishments, challenges, and strategies



P3, Measurable Goal 1—Staff Diversity

By 2020, FCPS staff will mirror the diversity in the community.

Race/Ethnicity	2016		2017	
	FCPS Staff (n=6,034)	County Population (245,322 Est. Pop.; July 1, 2015)	FCPS Staff (n=6,089)	County Population (247,591 Est. Pop.; July 1, 2016)
All Ethnic/Racial Minorities	10%	25%	10%	26%
White	90%	75%	90%	74%
Black/African American	5%	10%	5%	10%
American Indian/Alaska Native	≤1%	≤1%	≤1%	≤1%
Asian	≤1%	5%	≤1%	5%
Native Hawaiian/ Other Pacific Islander	≤1%	≤1%	≤1%	≤1%
Two or More Races	≤1%	3%	≤1%	3%
Hispanic/Latino	3%	9%	3%	9%



P3, Measurable Goal 1—Staff Diversity

By 2020, FCPS staff will mirror the diversity in the community.

Race/Ethnicity	2015	2016	2017	Minority Recruitment Trend
	n=6,009	n=6,034	n=6,089	
White	5425	5439	5455 ▲	9% increase from 2015 to 2017
Black/African American	296	301	314 ▲	
American Indian/Alaska Native	6	5	5 ▼	
Asian	50	47	54 ▲	
Native Hawaiian/ Other Pacific Islander	3	3	4 ▲	
Two or More Races	73	77	79 ▲	
Hispanic/Latino	156	162	178 ▲	

▲ or ▼ = Positive or negative three year trend



P3, Measurable Goal 2—Advanced Certification

By 2020, the percentage of employees who participate in programs to receive advanced certification or credit will increase by 5 percent from the 2015 baseline.

Course Participation	2015 (n=6009)	2016 (n=6,034)	2017 (n=6,089)
Percent of FCPS staff in coursework	34%	37%	28%
Percent of FCPS staff in coursework (MSDE tracked coursework)	11%	10%	15%
Salary Changes Completed Related to Completion of Credits	238	1001	441



P3, Measurable Goal 3—Customer Service

By 2020, stakeholders (students, staff, and community members) survey responses indicating a positive perception on items regarding the customer service received when interacting with FCPS employees will increase to $\geq 80\%$.

MEASURE	STAKEHOLDER	2016* (BASELINE)	2017*
Customer Service	GRADE 3-5 STUDENTS	78%	79%
	GRADE 6-12 STUDENTS	50%	51%
		MS - 52%; HS - 47%	MS - 50%; HS - 50%
	FAMILY	85%	85%
	SCHOOL STAFF	89%	88%
CENTRAL OFFICE STAFF	88%	91%	

* % responding favorably (student, staff (school-based and/or Central Office), and family); Source: FCPS Perceptual Survey, 2016 & 2017 SY



Accomplishments, Challenges, Strategies

Accomplishments

- Additional and personalized opportunities for staff to participate in advanced certification or training

Challenges

- Recruitment Challenge

Strategies

- New Salary Scale
- FCPS is expanding offerings to deliver job specific, relevant and customized learning experiences
- Offerings are job/content specific learning opportunities
- Pre-pay options



Accomplishments & Strategies

Accomplishments

- Additional and personalized opportunities for staff to participate in advanced certification or training

Strategies

- New Salary Scale

Lane Placement	FY15	FY16	FY17	Current
Bachelors	617	548	592	621
Masters	1271	1229	823	726
45 Credits	NA	NA	314	385
60 Credits	1563	1617	1216	1098
75 Credits	NA	NA	481	638



Questions?

FCPS ACTS