

EXECUTIVE SUMMARY

Topic: Human Resources Strategic Plan Framework 2019-2022

Short Summary:

Little Rock School District Human Resources Department (HR) is transforming the human resource function to ensure that Little Rock School District (LRSD) has the right people, in the right jobs, with the right skills and abilities, with a true sense of personal value, and a commitment to providing high quality services for excellence in education. The HR transformation will be achieved through the development and implementation of a three-year strategic plan, providing a detailed navigational tool of where we want to go, how we are going to get there, and a concrete way to determine if we're on course. We have specific priorities and initiatives that will drive the vision to reality.

Background:

This Strategic Plan Framework resulted from the 2019 LRSD Central Office Organization and Human Resources Functionality Assessment conducted by the Urban School Human Capital Academy (USHCA). Established in 2011, the USHCA is a national nonprofit organization helping urban districts become great supervisors of teacher and principal talent. USHCA develops, supports, and networks human capital leaders in urban school districts to drive measurable improvement in teacher and principal quality. Through a range of services, USHCA is a resource organization transforming LRSD's human capital management function into a more strategic and integrated component of a district's overall approach to improve student achievement. USHCA has worked in over 30 urban school districts across the United States.

Evaluation:

Recommendation:

- **Action Steps for Board of Education**
 - **Consider if community or staff needs to see this.**

Action Steps to be taken:

The first step in the HR strategic plan process is to structure the strategic plan framework encompassing goals and key action items resulting in a detailed three-year strategic plan. The next step in the strategic process is to ensure that LRSD's human capital plans and strategies are

developed and implemented in such a way that they serve the mission, goals, objectives, and budget of the entire District. This requires clear lines of communication and effective planning processes involving all stakeholders.

Strategic Plan Alignment:

The seven major goals aligned with key action items framing the HR Strategic Plan are replete with commitments that will appropriately align HR activities in transitioning from traditional human resource management to strategic human capital investment. To achieve the transformation framed in this plan, it cannot be done in a vacuum. We will collaborate with internal and external stakeholders and partners to identify, develop, and integrate tools and systems that meet LRSD strategic needs.

Key Points:

In order to compete for the talent necessary to fulfill LRSD’s mission, our system for managing our human capital must evolve. It must become more flexible, agile, effective and accountable in order to provide the range of services our children have been promised. The key points are related to the strategic focus areas as listed below:

1. Pipeline Development and Talent Management
2. Stakeholder Relationships
3. Workforce Environment
4. Career and Performance Management
5. Compliance and Policies
6. HR Systems and Data
7. Compensation Programs and Strategy

Key Players:

1. Urban School Human Capital Academy (USHCA)
2. Human Resources Staff
3. Principals and Supervisors
4. District Level Administrators
5. Teachers

Fiscal Impact

Currently under development pending operational plan

Date submitted: September 13, 2019 **Submitted by:** Robert Robinson, Executive Director