BSD#7 LRSP Strategic Objective ACTION PLAN: 2.07 HR
Hire and Retain Hard to Fill Positions

Action Plan Projected Completion Date:	Leader: Pat Strauss Team Members: Sheila Kuyath, Phyllis King

Strategic Objective (SO): 2.07 Research strategies for hiring and retaining employees in hard to fill positions.

Evaluation Plan: (Describe steps you'll take to determine if you've reached your strategic objective.)
Develop an understanding of the issues related to difficult to hire and retain positions, as well as current Human Resource practice in order to guide our processes.

Best Practice Investigation (What information is uncovered looking at best practice in relation to your strategic objective.)

Action Steps What actions will be taken to achieve this SO? Include what staff may need to learn to accomplish this SO.	Who? Who will be responsible for what actions?	Timeframe What is a realistic timeframe for each action?
1. Collect data related to hiring cycles and determine positions that are difficult to fill.	1. Pat Strauss	1. August 2009
2. Collect data related to resignations, non-renewals and retirements to determine if trend areas exist.	2. Pat Strauss	2. August 2009
3. Research strategies, trends and initiatives to increase candidate pools for hard to fill positions.	3. Pat Strauss	3. January 2010
4. Research strategies, trends and initiatives to increase retention for high turnover positions.	4. Pat Strauss	4. January 2010

In a year, we hope to see the following progress on this strategic objective:
1. Data collected and analyzed to determine which district positions are most difficult to fill.
2. Data collected and analyzed to determine which districts positions experience high turnover rates and reasons.