

Improving Educator Retention Through Effective Onboarding Summer CASE Convention: July 26-28, 2023



Remember...

- ...Your climate and culture are a direct reflection of your district
- ...You're either attracting top talent, or you're driving it away
- ...Recruitment and retention require a year-round focus
- ...Involve your entire community in your recruitment/retention efforts

Remember...

- ...Climate and Culture-*Strong School Leadership is the #1 Reason Why Educators Stay*
- ...Keep the journey of your new hires in mind
- ...Create a place where educators feel like they belong, can connect with one another
- ...Include new hires in end-of-year activities or other events prior to August
- ...Maintain strong mentoring and induction programs, individualized PD
- ...Use distributive leadership to empower your staff, allow them to lead PD efforts
- ...Establish clear and collective mission, vision, values and goals
- ...Address your climate/culture “rally killers” head on or risk losing top talent

ONBOARDING - What it is:

The process of taking someone from outside your organization and making them a productive, independent, and confident member of your team who understands the culture, job expectations, expectations of their supervisor and school/district processes.

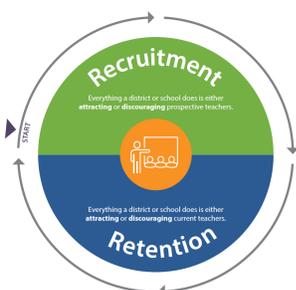
Remember...

- ...”Induction, orientation, and training” are all *ingredients* of onboarding
- ...Avoid the “binary fit” fallacy - “Successful vs. Unsuccessful” fit not “Good vs. Bad” fit
- ...Productivity, retention and culture will all suffer due to ineffective onboarding

ONBOARDING - As a System: (Again, keep the candidate’s journey in mind!)

1) *The Offer*

- ...The offer letter is from someone the candidate has already met. Enthusiasm!
- ...It should outline specific skill sets and added value the new hire will bring to the district
- ...People who receive a highly effective offer letter are *17 times more likely* to feel connected to their district
- ...New hires will have questions. Respond. Reach out. Be proactive
- ...Provide new hires with an “Onboarding Toolkit” outlining what they can expect



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2) Pre-boarding

- ...Would you rather waste time and effort or streamline your paperwork processes?
- ...Digital forms and e-signature software can save you 40 hours/week
- ...Remember Gen Y and Gen Z

3) District Culture and Policy Training

- ...Your *one* opportunity to establish what you're about, expectations, and *culture*!
- ...An opportunity for HR and district leaders to showcase the human side of your district
- ...Use humor! Make it fun and interactive!
- ...New hires who receive effective, positive culture and policy training:
 - 12 times as likely to feel committed to their district as opposed to poorly trained
 - 89% feel a strong cultural integration vs. 59% who are poorly trained
 - 91% feel very connected to their organization vs. 29% who are poorly trained

4) Benefits Training

- ...The research is clear: Comprehensive benefits training leads to increased retention
- ...If new hires undergo effective, positive benefits training:
 - 70.3% use their benefits more consistently and thoroughly as opposed to 26.6% who are poorly trained
- ...Happy, healthy employees tend to stick around!

5) Onboarding Teams

- ...Effective introductions are key. Connect them with your best people.
- ...Avoid the “clique effect”
- ...Out of employees who received a highly effective onboarding experience:
 - 99% received introductions to key people
 - 99% participated in some sort of “get to know you” activity
- ...Gallup: Only 12% of employees report receiving a quality onboarding experience

Who should be on your onboarding team?

- ...3-5 educator “cheerleaders” adept at building relationships, sharing positive culture, telling the positive school/district story, creating get-to-know-you activities/events

- Statistics courtesy of Bamboo HR

