



**NANAIMO LADYSMITH**  
PUBLIC SCHOOLS

2018-2019 Budget  
February 21, 2018

Learning Together

# Human Resources Department 2020 Vision

# 2017-2018: A Year In Review

## ▶ Human Resources Department Leadership Team

- Autumn Storey - Executive Director of Human Resources
- Kelli Dolan - Director of Labour Relations
- Colleen Gale - Human Resources Manager

# 2017-2018: A Year In Review

## ► Continued Restructuring and Transition of HR / LR Department over the past 12 months

- **Notably:**

- Director of Human Resources appointed as Executive Director to Human Resources (May, 2017)
- Appointment of Director of Labour Relations (October, 2017)
- Appointment of Human Resources Manager (Teaching) (October, 2017)
- Assignment of Temporary Human Resources Coordinator to Human Resources Consultant - Recruitment (October, 2017)
- Temporary leave of Executive Director to Human Resources (January, 2018)
- Appointment of Temporary Human Resources Coordinator (January, 2018)
- Assignment of Temporary District Principal for Human Resources (January 2018)
- Appointment of Chief Consultant Workforce Planning and Development (April, 2018)

# 2017-2018: A Year In Review

## Current Employee Headcount:

- DAC Administrators – 14 (status quo)
- DAC Excluded Staff – 25
- Principals/Vice Principals – 63
- Teachers – 972
- TTOCs – 181
- Support Staff – 612
- Casual Support Staff – 137
- Employee head count: 2,004

# 2017-2018: A Year In Review

## ► Recruitment Events

- **Two additional events over previous school year**

- Apply to Education (Toronto) - November 2017
- Vancouver Island University - December 2017
- University of Victoria - January 2018
- University of British Columbia - January 2018
- University of Alberta - January 2018
- University of Calgary - January 2018
- Thompson Rivers University - March 2018
- WorkBC Nanaimo - April 2018
- Simon Fraser University - April 2018

# 2017-2018: A Year In Review

## ► Recruitment Activity (March 2017 to February 2018)

- External Interviews -  $\approx$  500 (all employee groups)
- External Hires - 231
- Internal Postings - 734 Teaching and District Staff  
- 150 Support Staff
- Reference Checks -  $\approx$  693

# 2017-2018: A Year In Review

## ► Recruitment and On-Boarding

- Continued development of an on-Line Employee Enrolment and Orientation System through PowerSchool
- Introduction of orientation sessions for all employees
- Introduction of open house for practicum students
- Re-introduction of practicum student EA placements

# 2017-2018: A Year In Review

## ► Employee Wellness

- Stay at Work program – including modified duties, accommodations, graduated return to work, maintaining regular communication with employees
- Continued wellness initiatives, including sessions on professional development days
- Improve methods of reaching employees with quarterly Health and Wellness information



# 2017-2018: A Year In Review

## ► Occupational Health and Safety

- New Joint Occupational Health and Safety Committee member training provided to 45 employees
- Hazardous materials information system developed
- Emergency response lanyard cards produced and provided to all schools



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# 2017-2020 Human Resources The Way Forward

# 2017-2020: The Way Forward

## ► Key Department Functions

- Workforce Planning and Talent Management
- Labour and Employee Relations
- Health, Wellness and Safe Workplace Support and Initiatives
- Organizational Effectiveness and Strategic Alignment
- HR Metrics, Reporting, and Management
- Employee Development and Succession Planning

# 2017-2020: The Way Forward

## ► Key Department Initiatives

- Human Resources Strategic Plan (In Progress – Year 2)
- Continued Implementation of LOU 17 Language
- 2019 Collective Bargaining Preparation for CUPE and NDTA Agreements
- Positive Relationship Building Between all Partner Groups

# 2017-2020: The Way Forward

## ► Human Resources Strategic Plan (In Progress – Year 2)

### *Meet Each Student's Unique Needs*

- Recruit employees whose values align with NLPS
- Support employees to feel valued and engaged so they are equipped to deliver high quality service to students

# 2017-2020: The Way Forward

## ▶ Human Resources Strategic Plan (In Progress – Year 2)

### *The Continuous Improvement of Instruction and Assessment*

- Identify efficiencies and innovations
- Support new processes and best practice
- Identify and support staffing changes

# 2017-2020: The Way Forward

## ► Human Resources Strategic Plan (In Progress – Year 2)

### *Reconciliation*

- Develop personal and collective awareness and sensitivity to cultural needs and continued growth in understanding of our own beliefs and biases as they relate to First Peoples Principles

# 2017-2020: The Way Forward

## ► Human Resources Strategic Plan (In Progress – Year 2)

### *Organizational Effectiveness and Accountability to Support Student Learning*

- Consistency in our processes and procedures
- Build capacity within our workforce
- Always striving for continuous improvement



# 2017-2020: The Way Forward

## ▶ Continued Implementation of LOU 17 Language

- Ongoing since November 2016
- Continue to develop and implement class size resolutions and working conditions
- Continued recruitment of new staff in order to meet increased staffing needs

# 2017-2020: The Way Forward

## ▶ **2019 Collective Bargaining Preparations**

- Engage in local analysis and planning
- Provide input to BCPSEA preparation process
- Bargaining team orientation and development

# 2017-2020: The Way Forward

## ► **Positive Relationship Building Between All Partner Groups**

- Build a transparent department that develops trust and respect to foster positive relationships



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