

**Dallas  
Independent  
School  
District**



## RECRUITMENT, RETENTION AND PERSONNEL REPORTS



*Presented by*  
**Kimberly D. Olson**  
Chief Human  
Development Officer

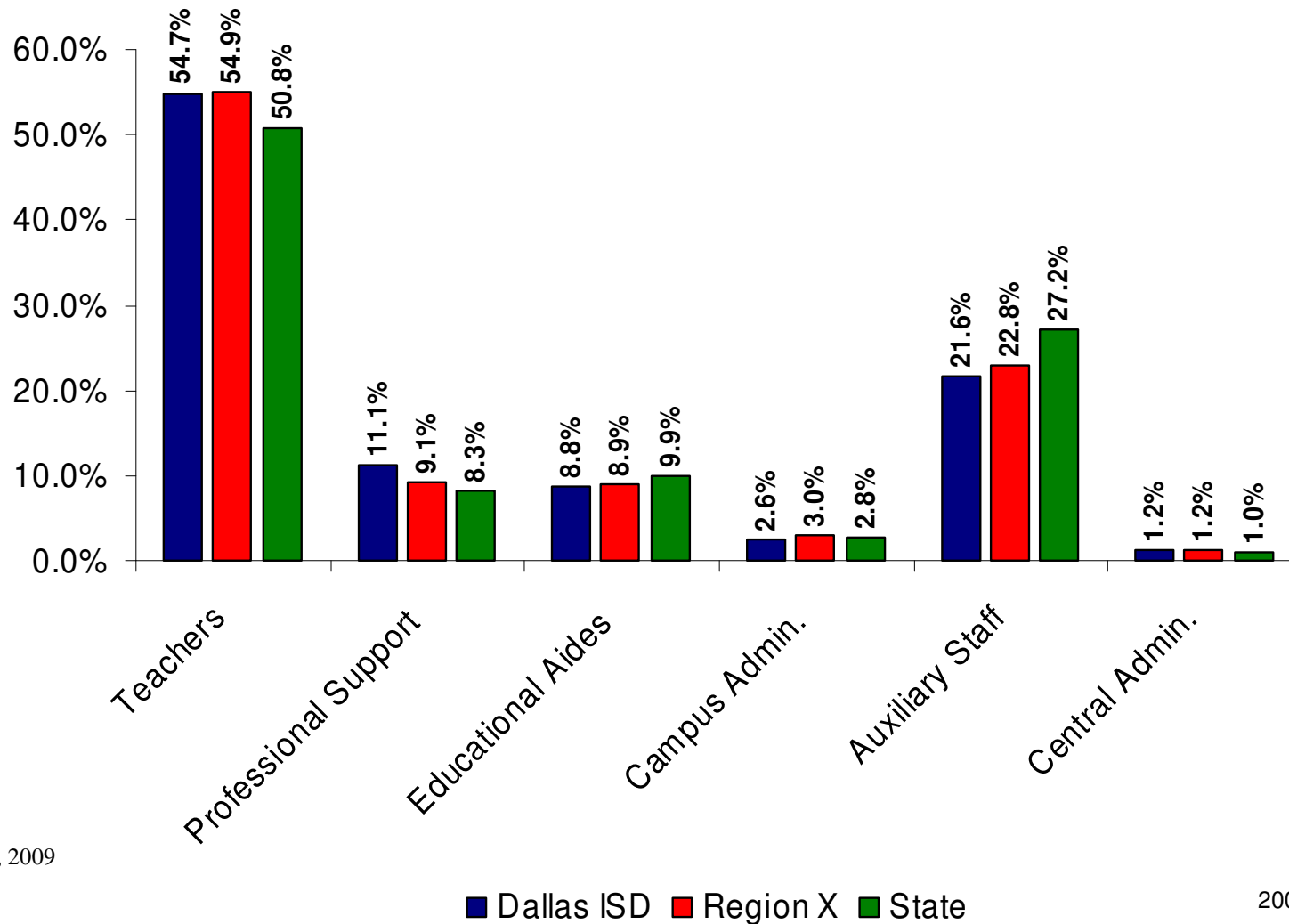
*Program Directors*  
**Linda Chance, Campus Staffing**  
**Carlos Tapia, Pay and Performance**  
**Shirley Boss, Employee Relations**  
**Regina Youngblood, HD Connect**  
**Nell Ingram, Alternative Certification**  
**Marita Hawkins, Benefits**

# Human Development

## Mission Statement:

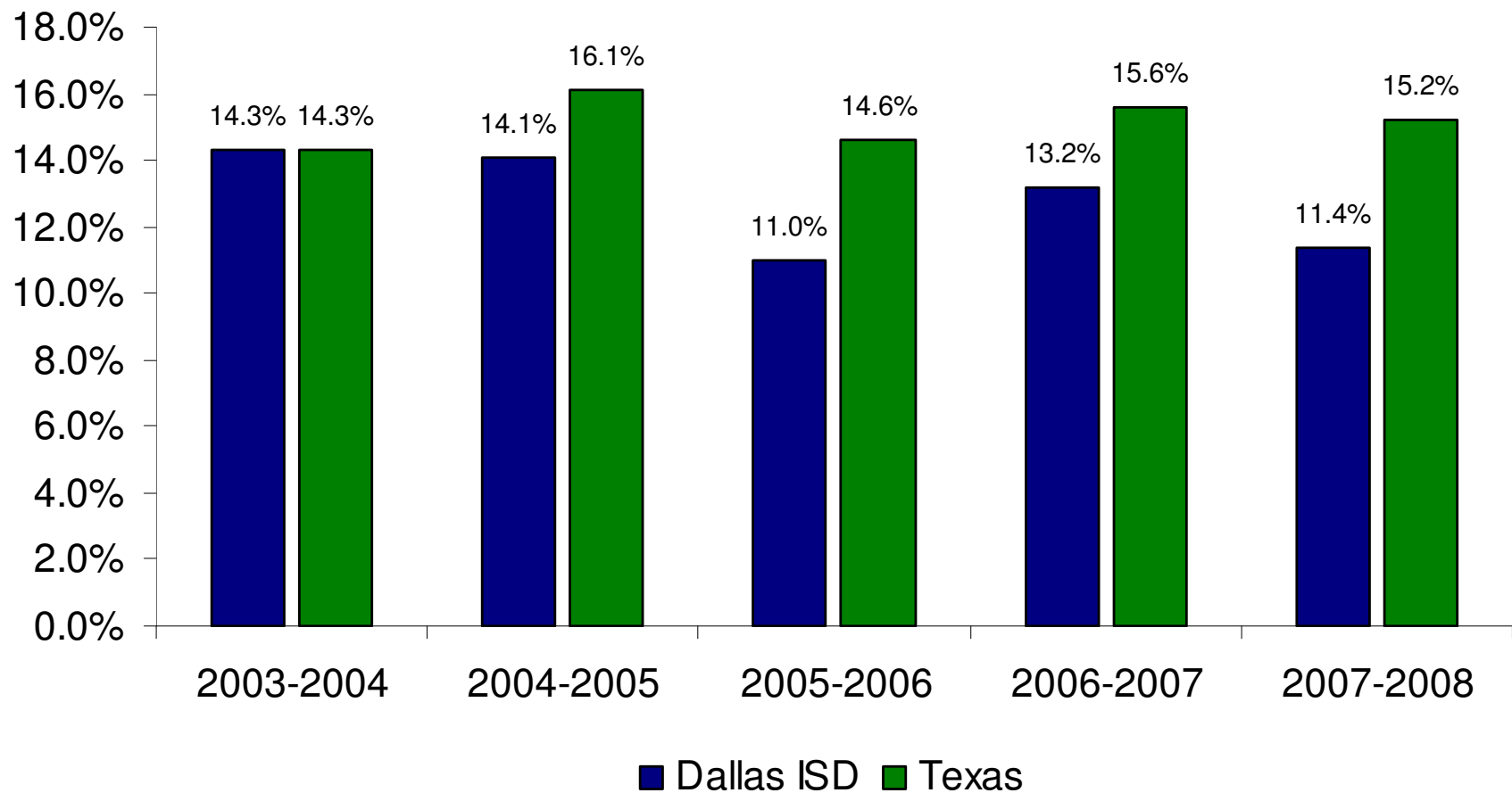
To recruit, retain and train the  
best

# Dallas ISD, Region X and State Comparison of Total Staff by Job Group

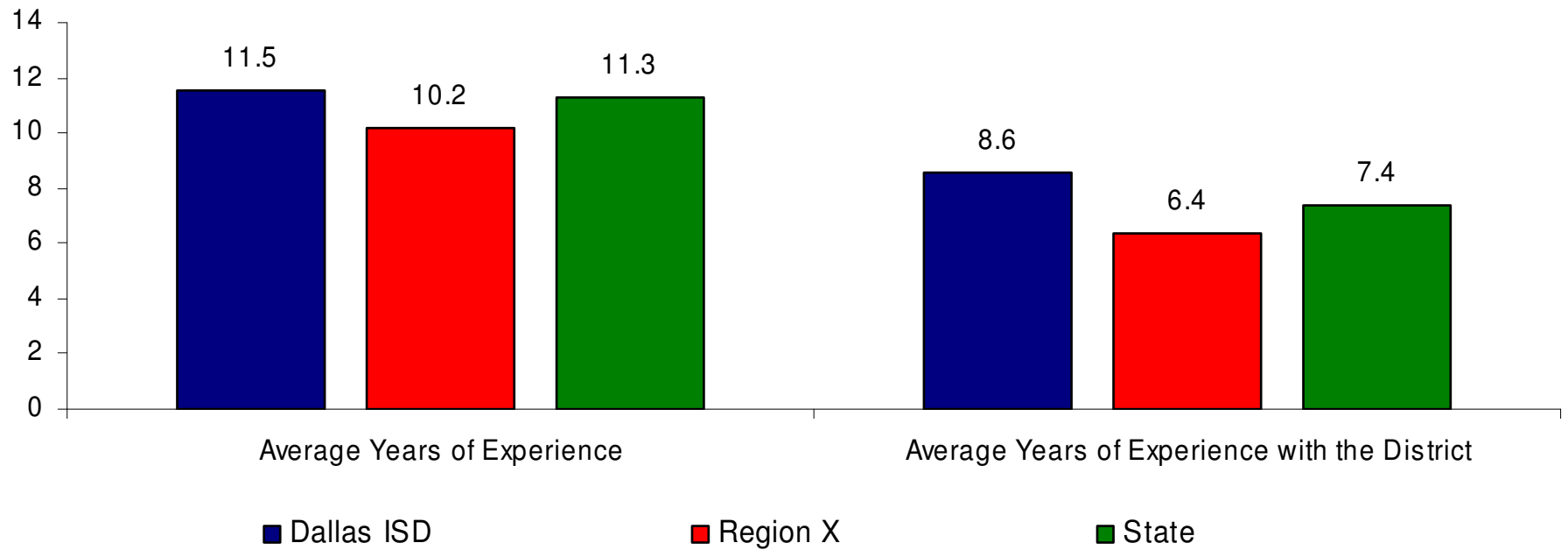


# Dallas ISD Teacher Turnover

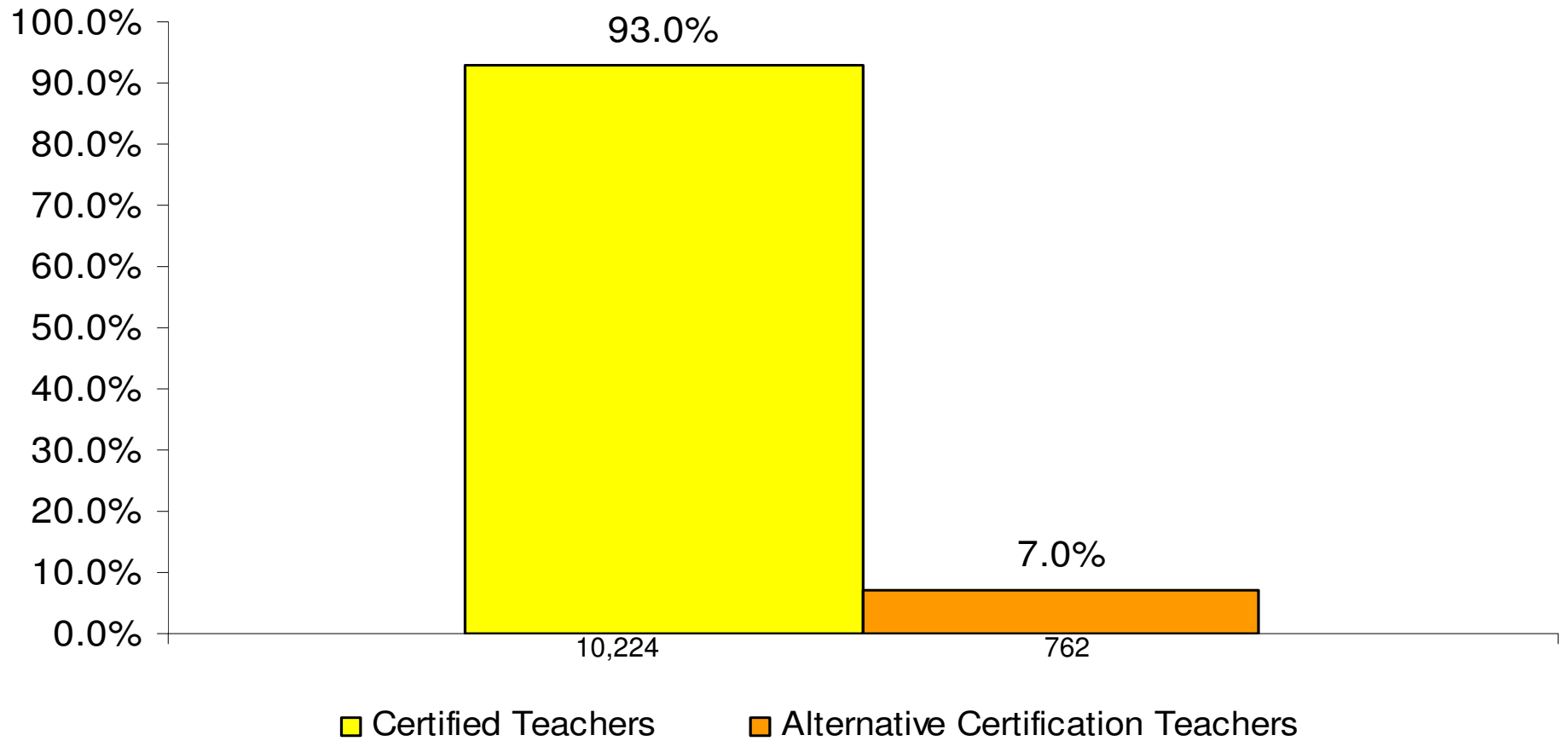
## Teacher Turnover Five Year Trend



# Years of Experience of Teachers

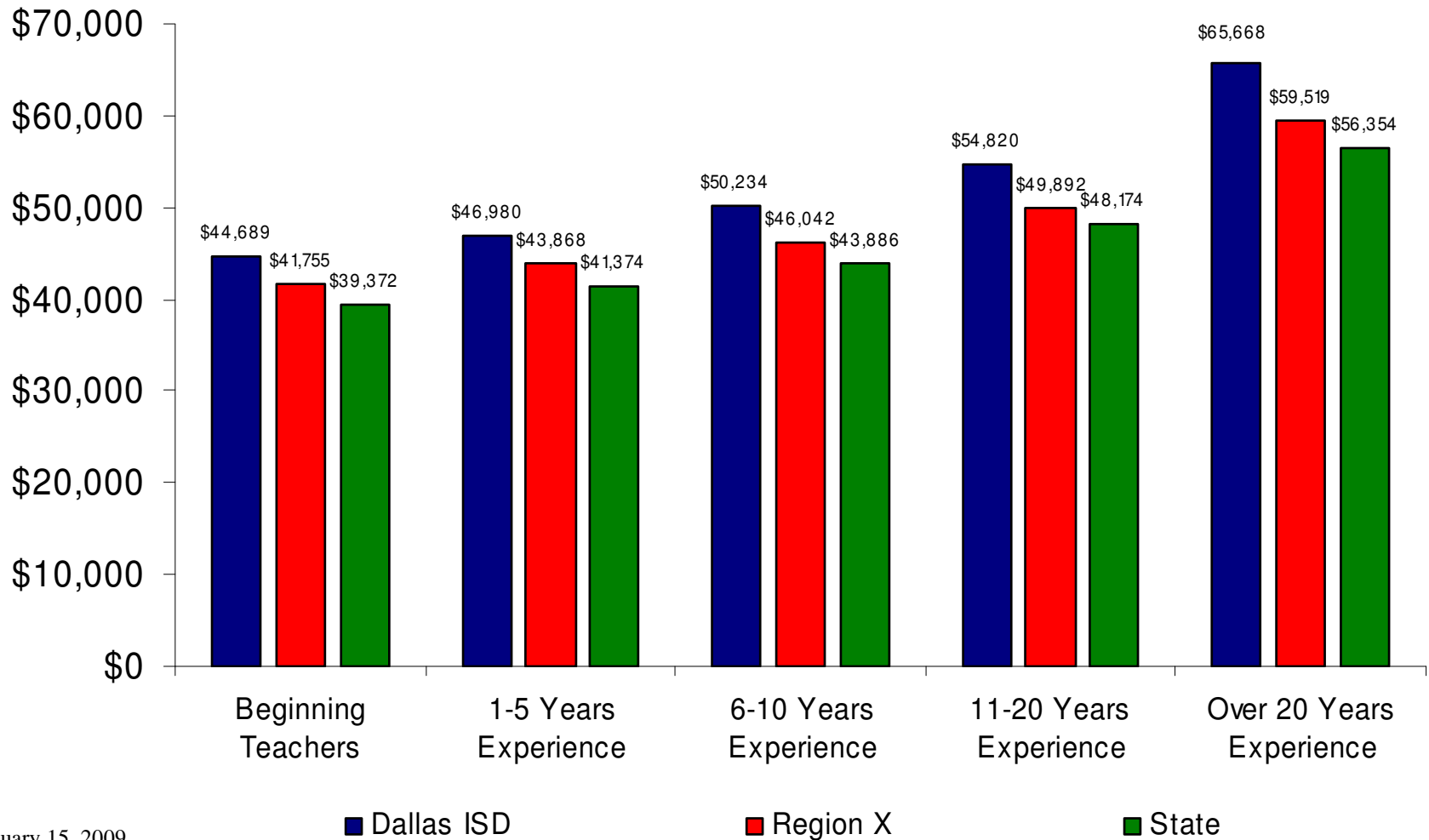


# Teacher Certification



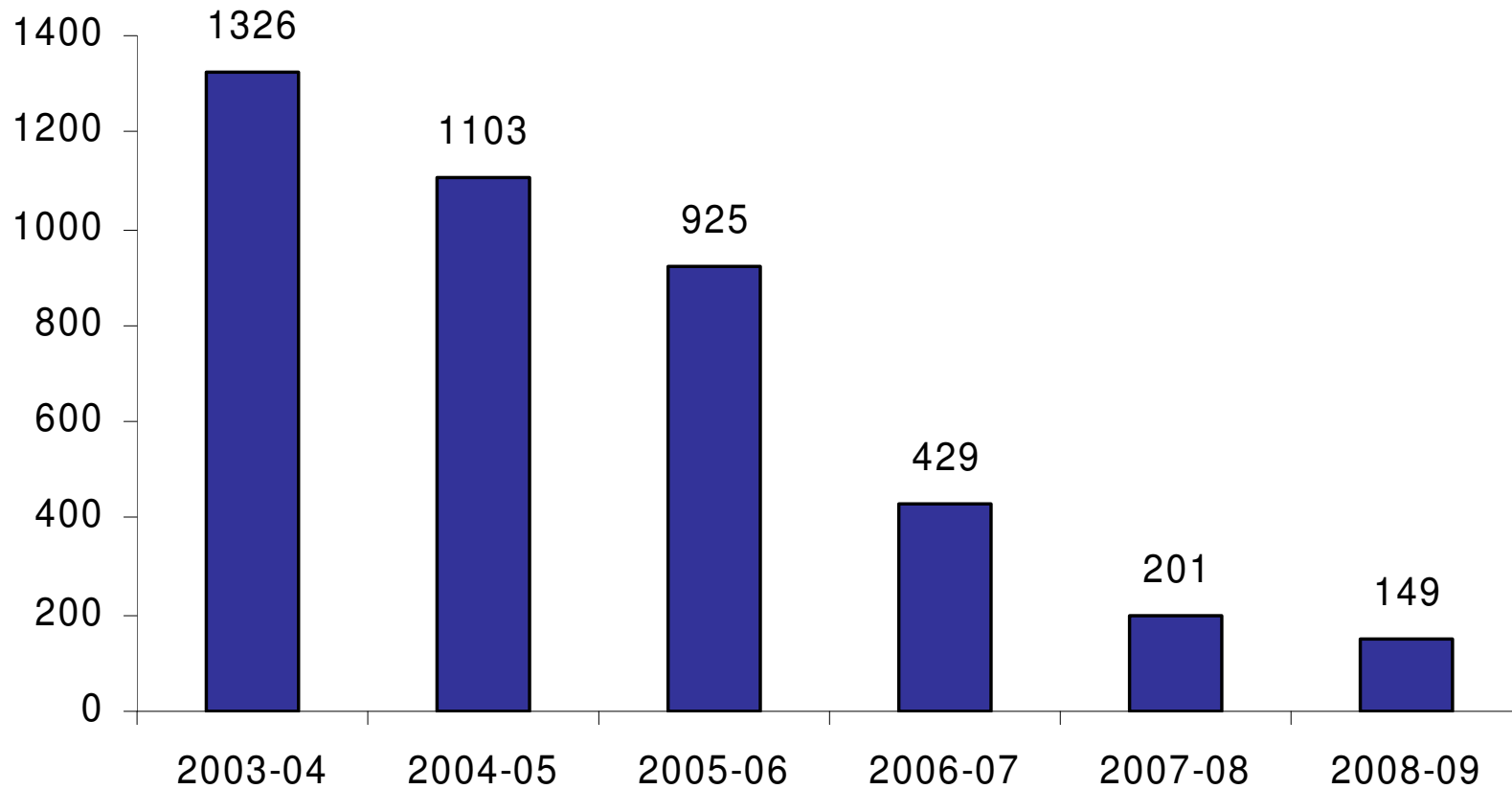
# Salary Comparison

## Average Teacher Base Salary by Years of Experience

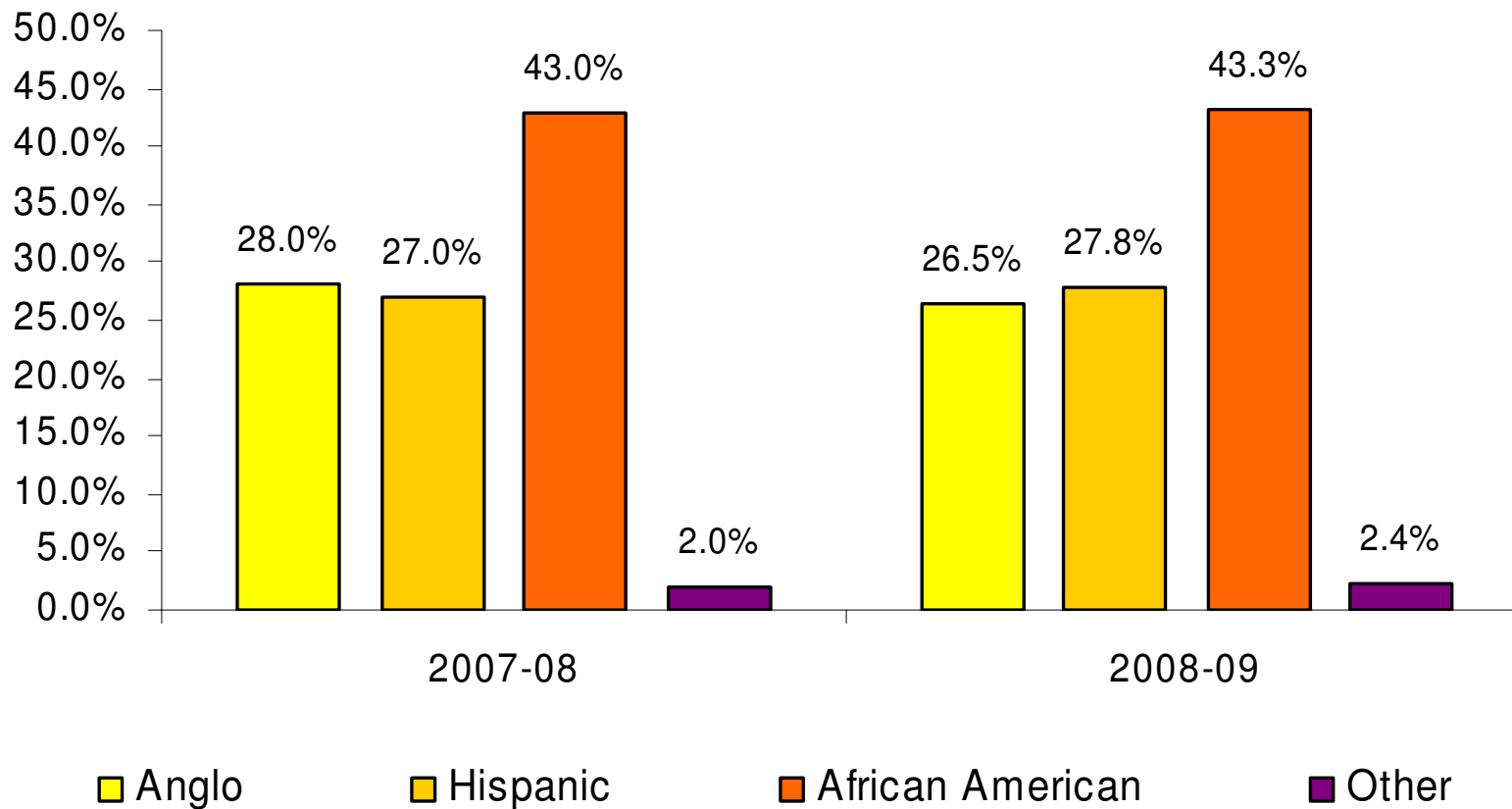


# Historical Data

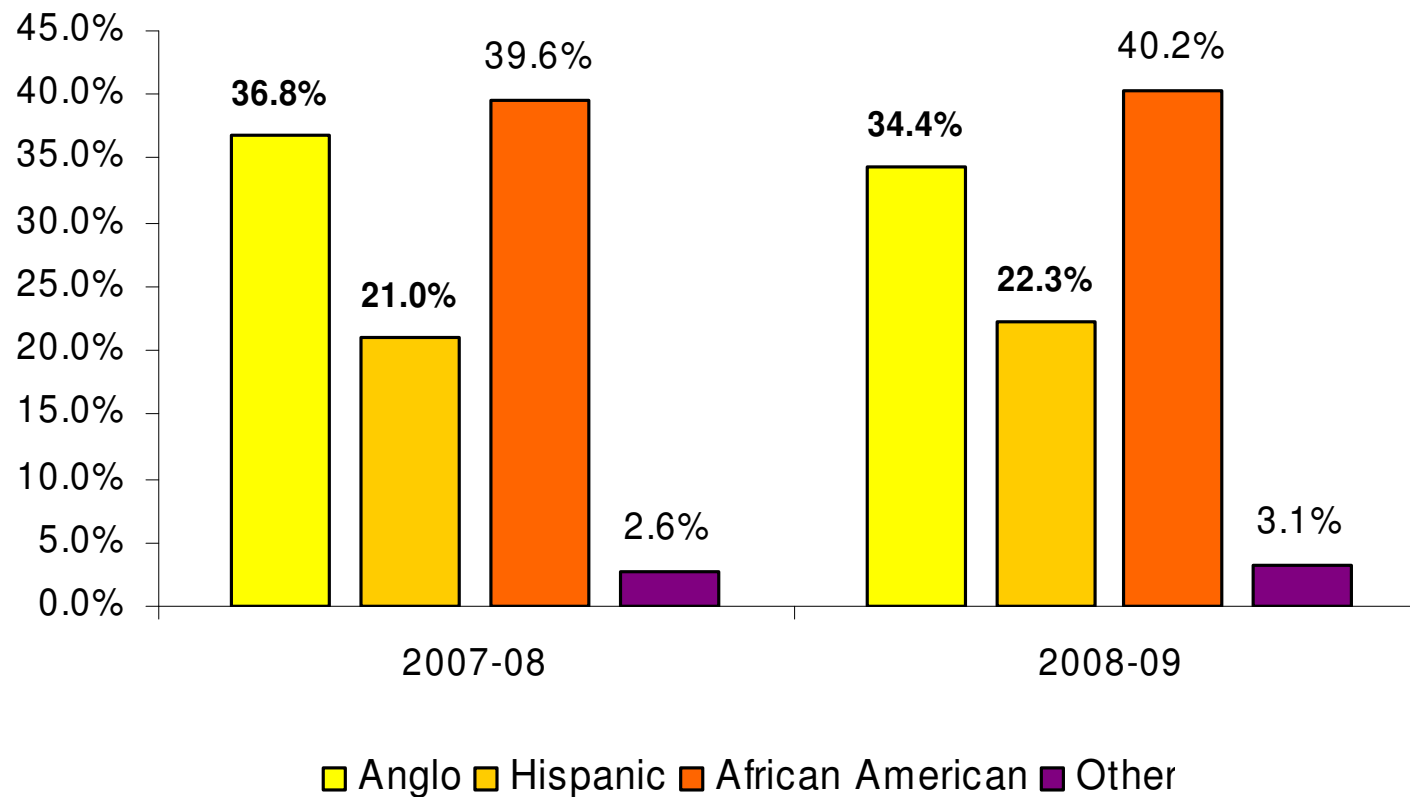
## Number of Exceptions to Bilingual Program



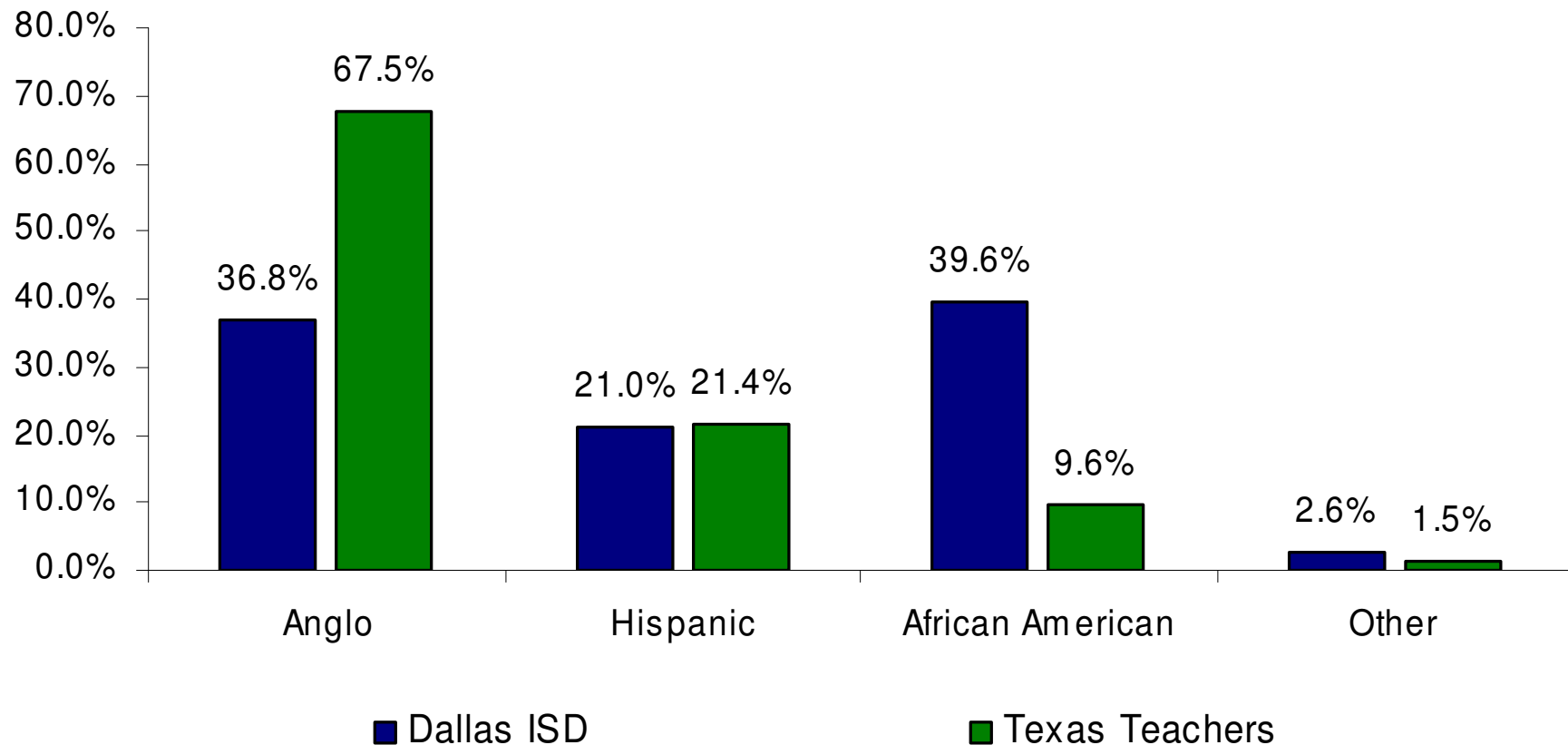
# Ethnicity of Dallas ISD Workforce



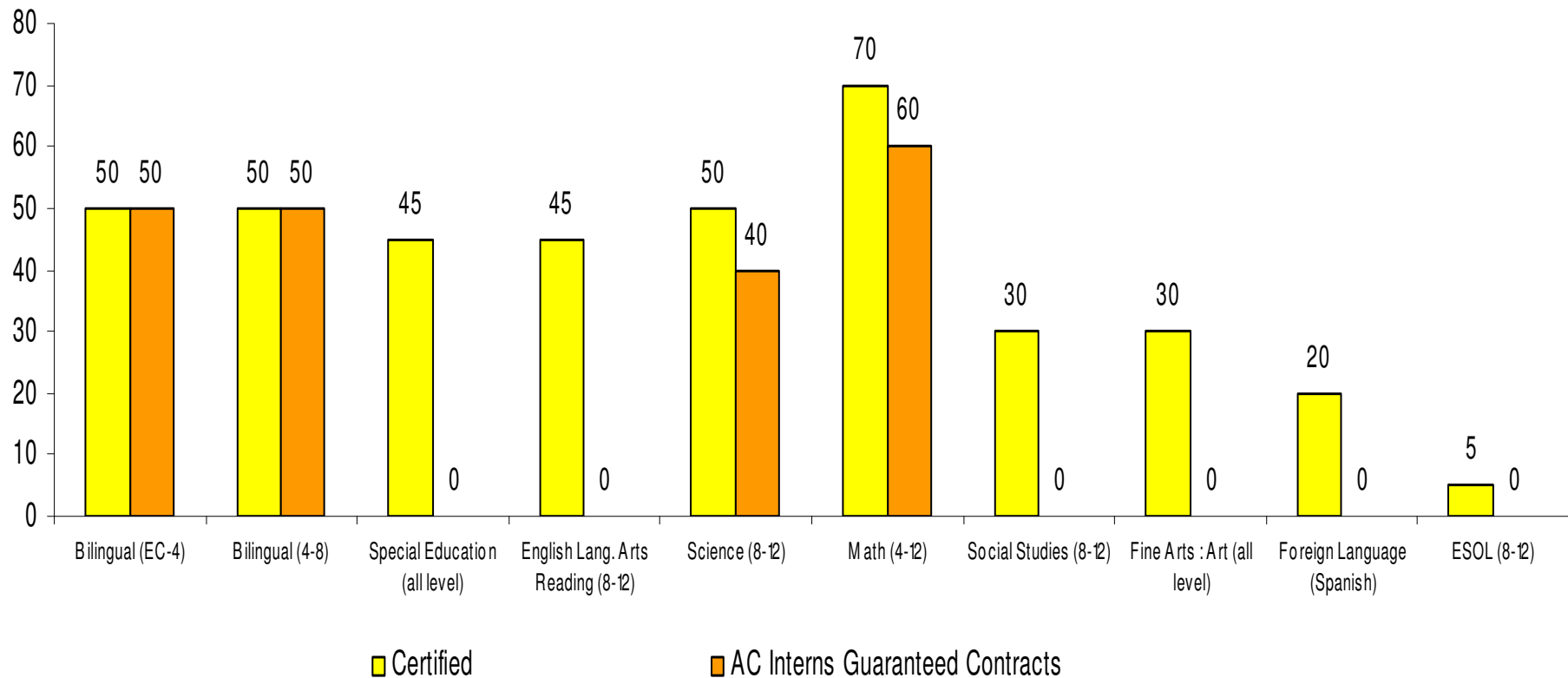
# Ethnicity of Dallas ISD Teachers



# Ethnicity of Dallas ISD Teachers vs. Texas Teachers

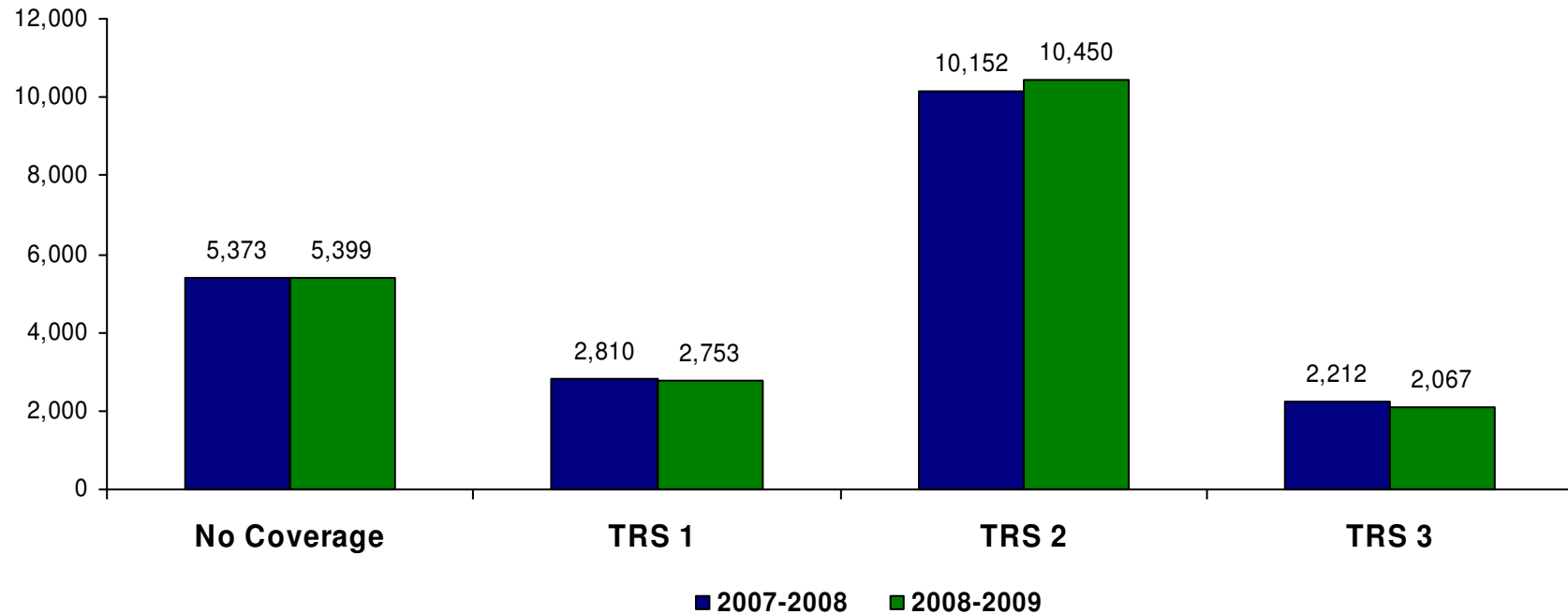


# Recruiting Goals for 2009-2010



# Benefits Enrollment Trends

## Medical Option Enrollment Trends



# Conclusion

Measure of Success:

A significant increase in student  
achievement



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*Questions*

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