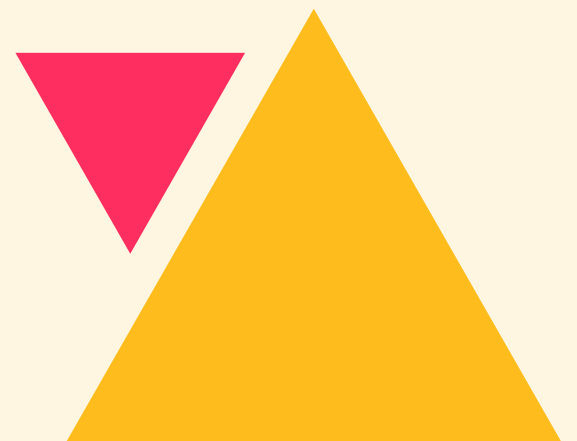




MJUSD Personnel Services

Actions and
Priorities
2022-2023



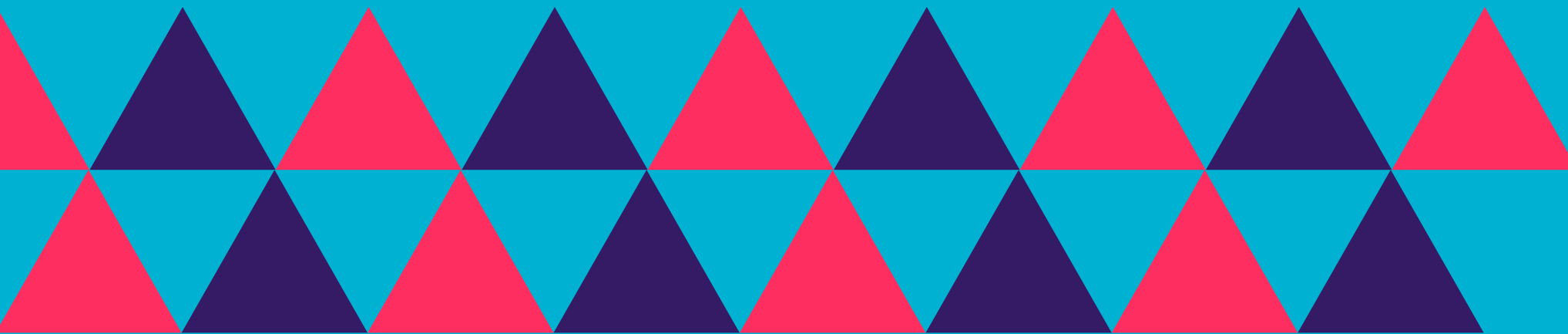
Gabe Simon, Ed.D.

Assistant
Superintendent of
Personnel Services
November 8, 2022



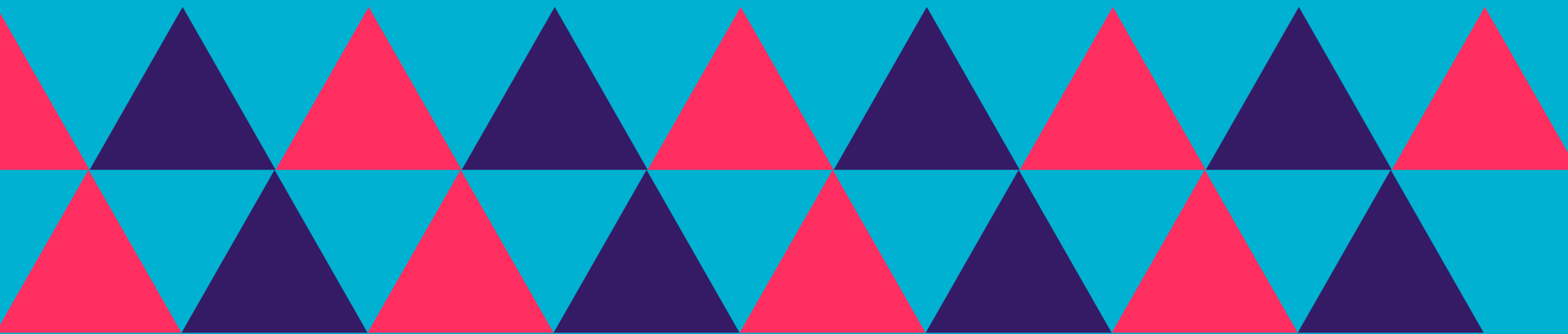
Alignment: Goals and Key Actions

- The Strategic Plan
- Annual LCAP
- Annual School Site Plans
- Three-year department plan
- Labor Management Initiative



Alignment: Strategic Plan

- Goal 5: Personnel Supports
 - Maximize personnel to support students and programs
 - Develop a plan where MJUSD is fully staffed with quality employees





Personnel Services Goals:

Goals address areas from the Strategic Plan SWOT Analysis

STRENGTHS

- Increased personnel to support programs
- Expanded professional development for all staff

WEAKNESSES

- Lack of relationships with community partners
- Recruiting challenges



THREATS

- Staffing shortages
- Lack of colleges in the community to establish staff pipelines

OPPORTUNITIES

- Recruitment
- Partnerships
- Host student teachers

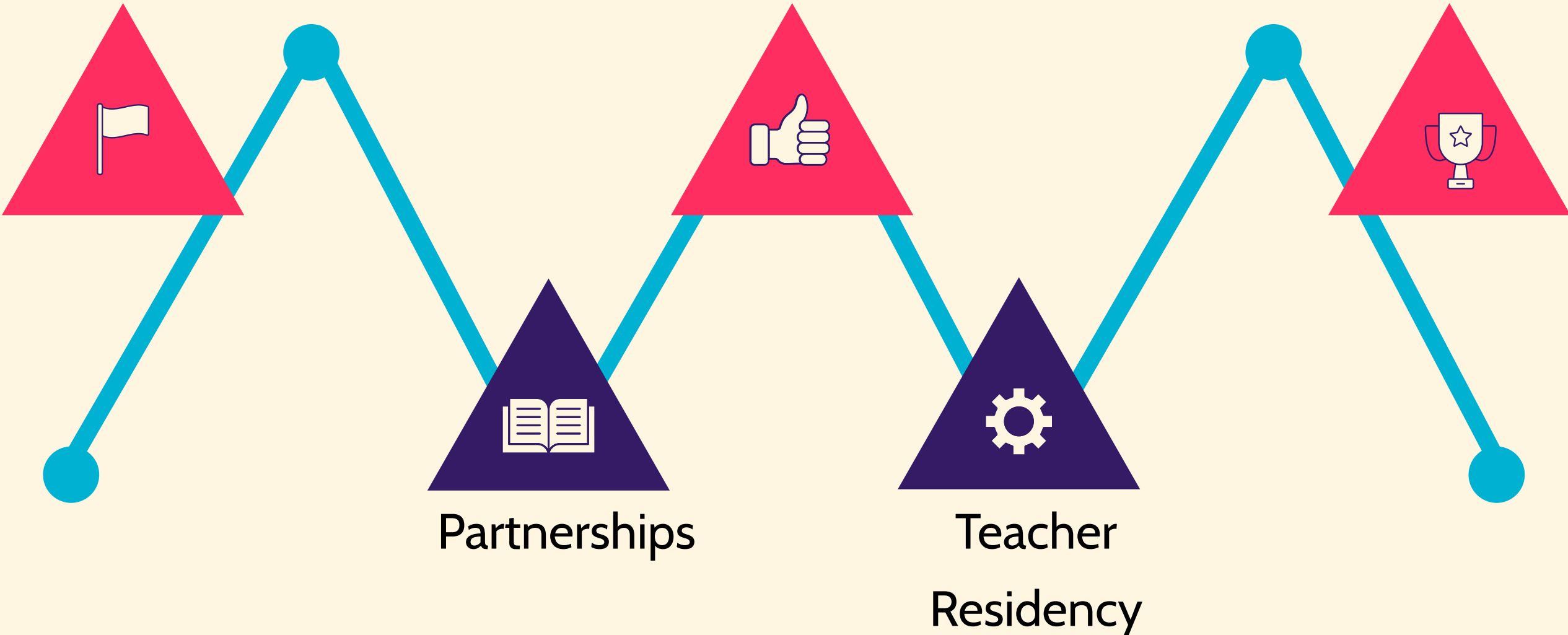
Strategic Plan and District

Alignment: Personnel Supports

Hiring, training,
and retention

Pathways and
supports

Recruiting new
staff: Pipelines



Key Actions and Priorities

Goal One




- Develop and implement a MJUSD Teacher Pathways program of support and retention for teachers who have not started their credential program
- Work with site administration on providing effective feedback to educators

Goal Two

- Identify and implement a platform and system to improve hiring and position control processes

Goal Three

- Mobilize community partners to recruit, develop, and retain classified and certificated staff
- This goal includes the development of pipelines for candidates to join our MJUSD family



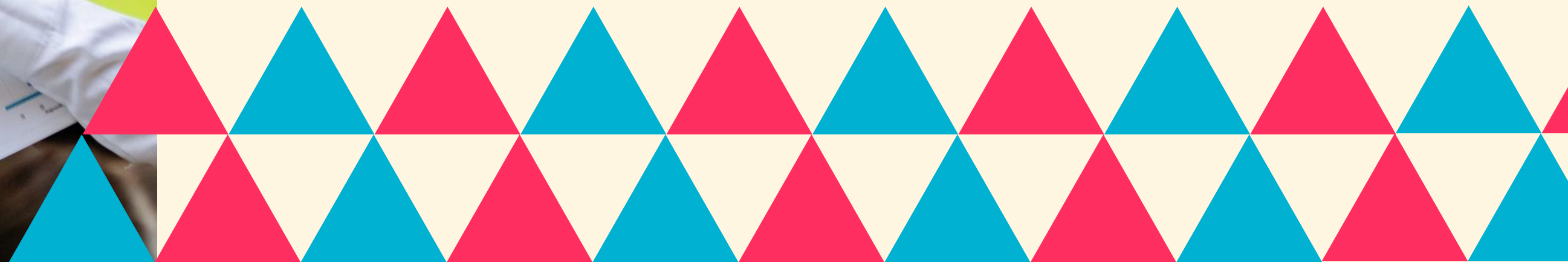
*Education is the most powerful
weapon which you can use to
change the world.*

— Nelson Mandela



Thank you for your continued support!

**Questions before
we embark on the
journey that is
Teacher Pathways?**





**Thank you for your
continued support!**

Questions?

And now.....

Teacher

Pathways

Program!

