



Fall General and Regional Meetings

November 23 & 24, 2023
Victoria Inn Hotel and Convention Centre, Winnipeg

Considering the human experience as an employer?

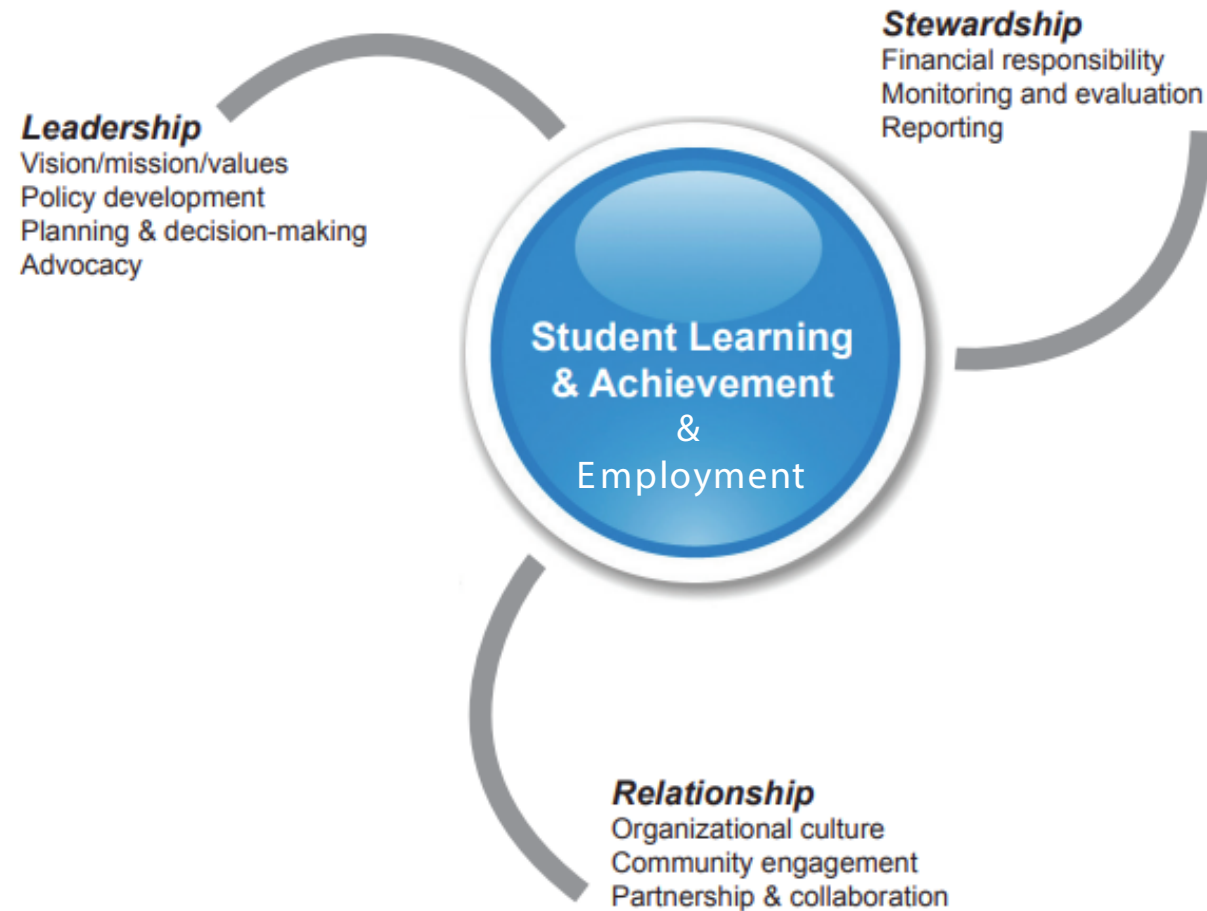
The role of Trustees and Senior Administration

By Jodie Taylor

Senior HR Leader, MSBA



The Key Work of School Boards





The role of the School Board as an Employer



- The school board is the direct employer of the Superintendent and sometimes Secretary Treasurer (in dual-reporting models). The terms and conditions of the relationship is established through legislation, board policy and employment agreements.
- The School Division has a legal responsibility for oversight of their management, teaching and support staff. The terms and conditions of the relationship are established through legislation, board policy, and in collective agreements (where applicable.)

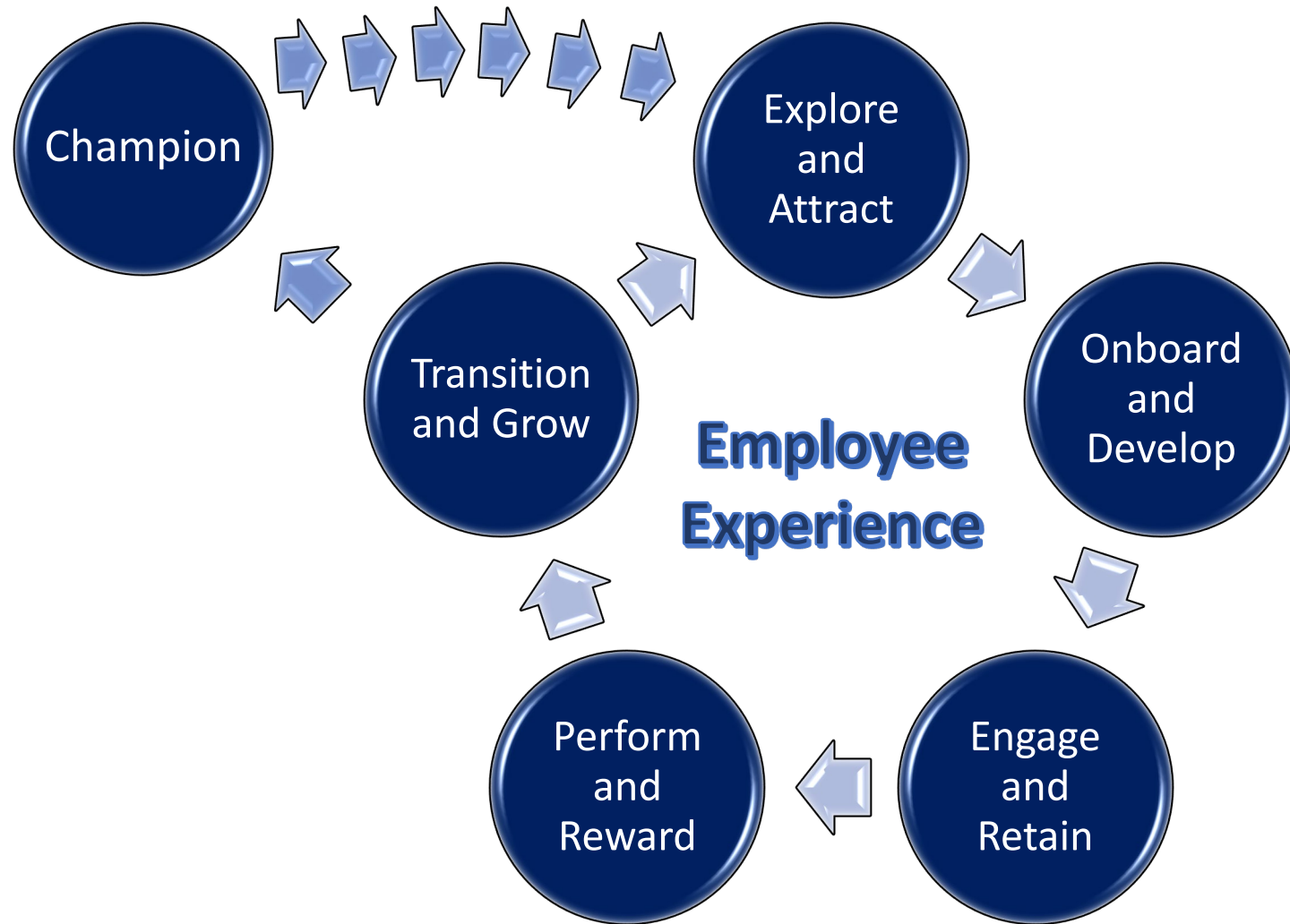


Employer responsibilities

- broken down into 4 parts



Employment Journey



Explore and Attract

School Boards

- Appropriate policy is in place to govern the recruitment processes
- Follow policy and clear process for recruitment of Superintendent / Secretary Treasurer
- Advocate for the division and promote opportunities

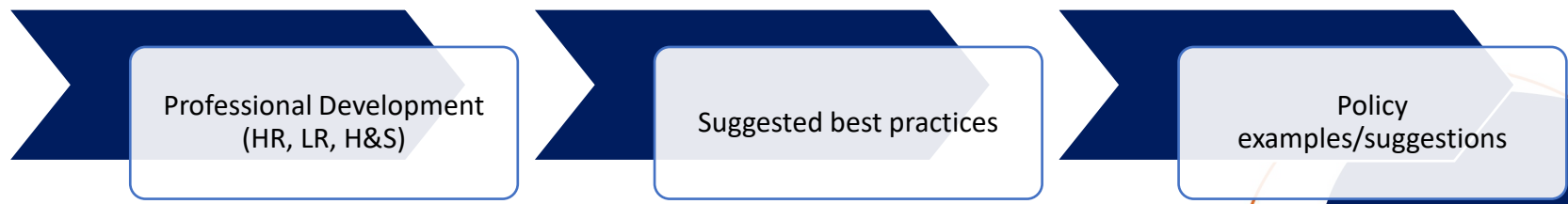

Superintendent

- Appropriate procedures have been established by the Superintendent and are being followed
- There is transparency and fairness in the procedures established and followed by the Superintendent.
- Focus on the “brand” and why people should choose the education sector



Onboard and Develop


- Set the example as the Board
- Establish policies to support Division:
 - How people are onboarded
 - How people are trained
 - How skills are identified and developed



Professional Development
(HR, LR, H&S)

Suggested best practices

Policy
examples/suggestions



Engage and Retain

- Internal Communication
- Vision & Values
- Strategy & Goal Alignment
- Reputation & Brand



- Leadership
- Relationships (internal and external)
- Social Values
- Culture

- Atmosphere
- Work Life Balance
- Workplace Conditions

- Salary & Benefits
- Recognition
- Learning & Development
- Intrinsic Motivation

Market/Compensation Review

Organization Design

Measure Employee Engagement

Perform and Reward



Executive
Performance
Evaluation

Feedback best
practices

Strategic HR initiatives

Market/Compensation
Review

Transition and Grow

- Create opportunities
- Succession planning
- Community advocates
- Alumni



Organization Design

Exit interview support

Employment Journey

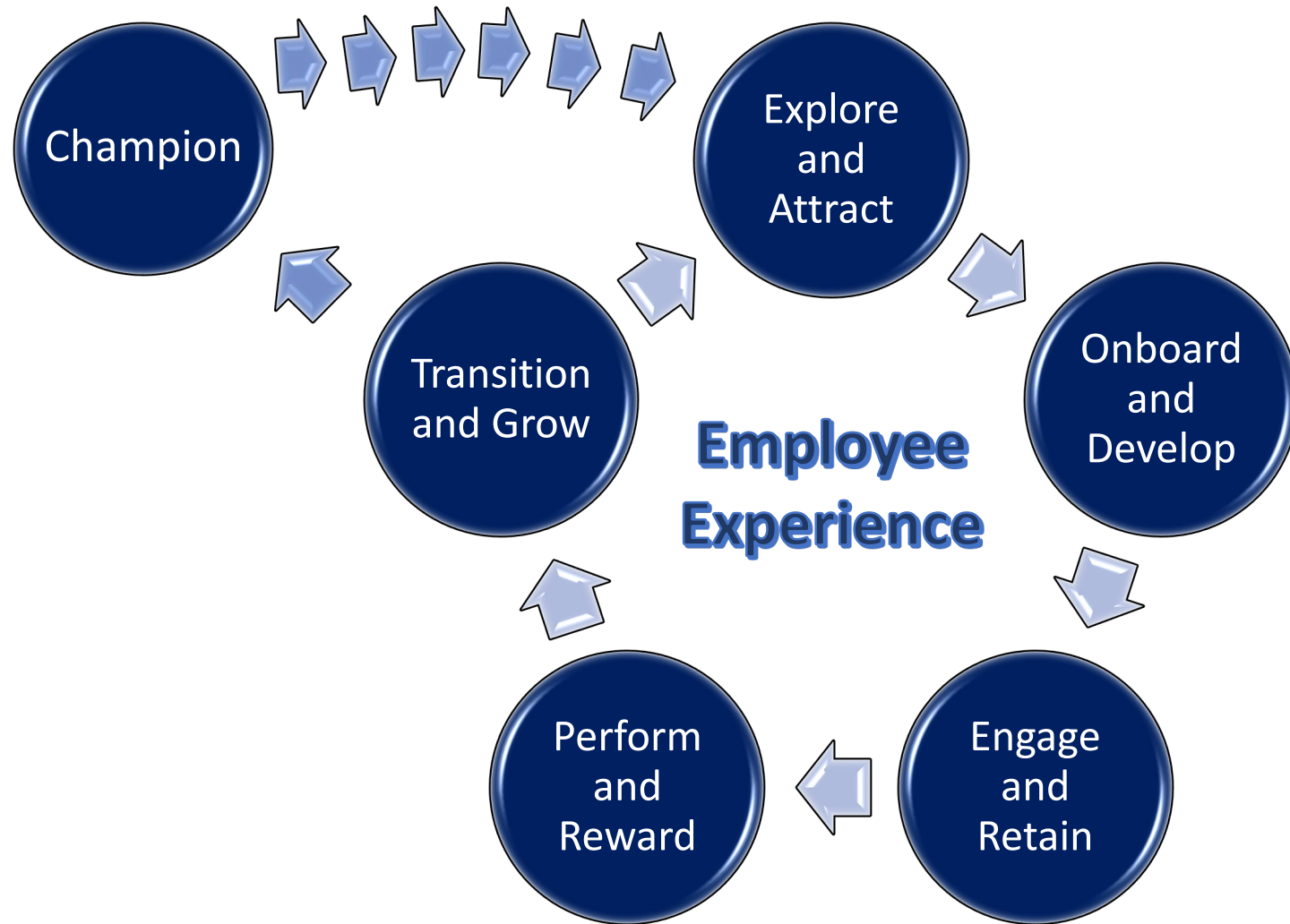




Table Topics



Discuss as a group, the following topics:

- Why does someone choose to work for your division?
- Why do they stay?
- What makes them leave?
- What needs to change? (within our control)



Thank you

To inquire about services or discuss your needs, please contact:

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