

Strategic Theme #4

Foster a High-Performance Culture for All Employees



Strategic Initiative 1a

Develop and broaden teacher pipeline and recruitment efforts to yield a diverse, culturally competent and effective workforce.

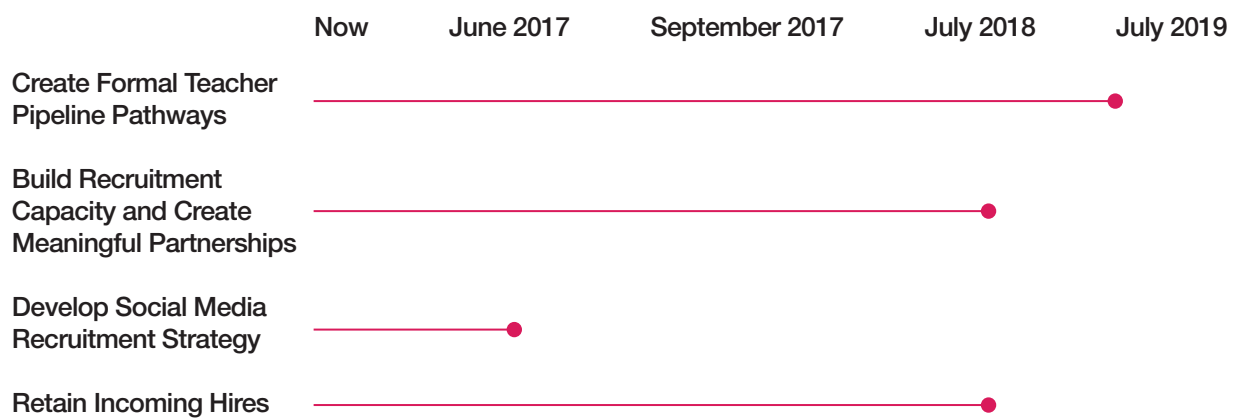
Guiding Vision

Pittsburgh Public Schools will have deep, on-demand candidate pools to fill all positions, particularly teaching positions, and will increase the diversity of candidates selected to work in our District.

Outcomes

- A larger hiring pool of diverse, highly-qualified candidates leading to filled vacancies.
- More engaging experience for candidates.
- Targeted expansion of recruitment borders to Historically Black Colleges and Universities (HBCUs) and other non-local schools of education.
- Meaningful collaboration with the School District University Collaborative.

Initial Workstreams and Implementation Timeline



Strategic Theme #4

Foster a High-Performance Culture for All Employees



Strategic Initiative 1b

Develop a rigorous selection and hiring process that ensures the most effective workforce.

Guiding Vision

Pittsburgh Public Schools will improve the caliber of the selection and hiring process through a more rigorous application, screening, and interview system resulting in the attainment of more diverse and skilled candidates who can further our District goals for students.

Outcomes

- A system for selecting and hiring a more diverse, highly qualified candidate pool.
- Establish diversity goals for school-based and central office positions.
- Ensure District hiring policies and practices are aligned with best practices.
- Create staffing criteria for specific schools based on need.

Initial Workstreams and Implementation Timeline

