

**Washington Elementary School District  
Strategic Plan Outcomes  
2015–2018**

**Talent Management Plan Outcomes**

**1.0 Recruitment**

1.1	WESD has implemented and annually updates a recruitment plan to meet District employment needs, both short- and long-term, with a focus on schools participating in the University of Virginia (UVA) Turnaround Initiative.
1.2	WESD applies successful technology methods to attract highly effective employees.
1.3	WESD maintains an active recruitment committee to review and update recruitment plans, needs and practices, both short- and long-term, with a focus on schools participating in the UVA Turnaround Initiative and the teacher shortage in Arizona.

**2.0 Selection**

2.1	WESD utilizes effective applicant screening methods to successfully identify potential job candidates.
2.2	WESD applies pre- or post-testing practices to assess potential candidates' skills and knowledge in complex areas.
2.3	WESD performs reference checks to further screen candidates based on their previous employment behaviors.

**3.0 Orientation and Professional Development**

3.1	WESD provides orientations for newly hired employees to facilitate their successful transition into employment.
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**4.0 Retention**

4.1	WESD establishes and maintains an evaluation process for all employees to promote expected performance and behaviors.
4.2	WESD establishes and promotes a productive culture.

**5.0 Compliance**

5.1	WESD complies with employment policies and laws.
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*Updated July 2015*