



**TANYA ORTIZ
FRANKLIN**
BOARD DISTRICT 7

Refining and Modernizing Systems: Hiring

Innovation Committee

May 31, 2023

Innovation Committee



The Innovation Committee aims to understand and uplift innovative solutions that address some of the District's most persistent challenges.

Presenters are invited based on data - driven decisions that have resulted in observable, promising practices that can be replicated or scaled.

Innovation Committee

9/22 - Becoming an Employer of Choice

10/22 - Black Student Achievement

3/23 - Differentiated School Types to Address
Unique Student Need

4/23 - Multi - Tiered Approach to Drug Usage Prevention



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Today's Objectives:



- Examine data, root causes of challenges, and innovative ideas for hiring processing
- Elevate solutions and consider recommendations to improve a candidate - centered hiring process

What challenges are we seeing?



- Urban districts often lose out on strong candidates due to slow hiring processes
- Causes include:
 - Credentialing processing
 - Antiquated hiring softwares and paperwork
 - Late notice of intention to resign/ retire
- Centralized hiring processes may conflict with local schools finding a “good fit” for their sites

1



Check in Question



Share a positive or negative hiring experience and what can we learn from it

Panel on Improving Hiring Systems



- Edwin Hudson, Chief of Talent, Denver Public Schools
- Lauren Dachille, Founder and Chief Executive Officer, HireNimble
- Michelle Rojas - Soto, Chief Talent and Equity Officer, KIPP SoCal Public Schools