

State of Louisiana – Recovery School District

Helping the Recovery School District Recruit, Hire and Place Teachers and Support Staff following Hurricane Katrina

Overview: Fairbanks has worked with the Louisiana Recovery School District (RSD) in New Orleans in the months and years following Hurricane Katrina to recruit hire and place teachers and support staff as the school district rebuilt from the devastating hurricane.

Faced with starting from scratch in rebuilding the entire school district, Fairbanks worked with the RSD to implement tools and business processes to help attract top tier educators and staff for the new district.

Superintendent Transition Team: Fairbanks was part of the Superintendent Transition team focused on the challenges facing the area of Human Resources. The Fairbanks team was deployed to assess the human resources needs facing the RSD and charged with developing a detailed Action Plan. The detailed plan included short-term, mid-range and long term goals to support the RSD open the school buildings and provide high quality professionals to support the children of New Orleans.

The Fairbanks team worked closely with the entire Transition team and reported directly to the Superintendent and the Associate Superintendent for Human

Resources. At the conclusion of the engagement, Fairbanks was contracted to implement parts of the Human Resources Action Plan.

Recruitment and Placement Tracking System: The Fairbanks team assisted the RSD with the development of a Recruitment and Placement Tracking system that would allow the RSD to identify, interview, hire and place teachers and support staff. One of the main challenges facing the RSD was the unknown of how many teachers and



support staff was needed to staff an ever changing number of school buildings.

Fairbanks worked closely with the Director of Human Resources to develop a dynamic toolset to keep track of the constantly changing hiring needs.

Fairbanks streamlined the RSD recruitment and hiring policies to aid in attracting the highest quality and highest qualified staff possible. A real-time reporting system was deployed to provide needed metrics to the Superintendent in the planning of school building needs.

Outcome:

The entire toolset was designed, implemented and provided to the RSD Human Resources team at the end of the project. Fairbanks trained and supported the RSD team as the human resources staff to support the RSD goal of developing in house expertise.