



No Guessing Over Here: Talent Mapping 101
November 30th, 2023

**Lamb Consulting
supports school
leaders in creating
strong staff cultures
and streamlined talent
systems that increase
teacher satisfaction
and disrupt teacher
attrition.**



Session Objectives:

1. Learn the leading factors that drive talent mapping results.
2. Analyze your current talent system for anticipating staff needs and lead generation.
3. Collaborate with other school leaders and identify at least one talent mapping strategy that can be embedded into your 23-24 talent cycle.



Session Agenda

- *Welcome & Intros*
- *Small Group Talent Breakouts*
- *Talent Mapping Foundations*
- *Individual & Working Group Time*
- *Reflections & Closing*



Breakout Groups



Group Choice

What would you consider a highlight
of your current talent strategy?

or

How has your school structured
year-round talent strategy?



Grounding in Talent Data



***Over 300,000 teachers have left the
teaching profession from Feb. 2020 - May
2022.***

***Source: "It killed my spirit': How 3 teachers are navigating the burnout crisis in
education," Morgan Smith, CNBC, November 22nd, 2012***



“...With controls for student and teacher characteristics, we found that the workplace condition most predictive of teacher turnover was a perceived lack of administrative support, a construct that measures how teachers rate an administrator’s ability to encourage and acknowledge staff, communicate a clear vision, and generally run a school well.”

Source: “Teacher Turnover: Why It Matters and What We Can Do About It,” Desiree Carver-Thomas & Linda Darling-Hammond, Learning Policy Institute, 2017.



***What is talent
mapping?***



Talent Mapping

- The multi-layered talent strategy of consistently seeking staff feedback and narratives throughout the school year to strengthen staff retention and produce accurate hiring projections.



Key Understandings

- Staff-Centered
- Staff Culture ↔ Talent Strategy
- Marathon not a Sprint
 - Can't just live in Spring Semester



***School leaders are a singular,
impactful factor in talent
mapping success.***



Talent Mapping Components



Retention Analysis



Retention Analysis

- BOY & EOY retention rates from the last three years
 - Who holds the historical data?
- What has been our hiring narrative v. actual data?
 - Demographic shifts or trends, candidate pipelines
 - Where are your highest performers coming from?
 - What pipelines have grown or decreased?



Scheduled Check-Ins



Scheduled Check-Ins

- A regular cadence of staff check-ins that are specifically designated for staff morale, satisfaction and job outlooks.
- Mid-to-Large Middle School
 - Each school leadership team member has a group of staff that they meet with bi-monthly.
- Brand New School:
 - The school leader and AP/operations manager/recruitment director are meeting with staff likely monthly to bi-monthly.



**You have a running, up-to-date
record of staff morale, career
goals, shifts in job outlook...**



High Flyer Retention Strategy (Early Commitment Conversations)



What are early commitment conversations?

- The intentional, strategic process of confirming your highest performers return for the next school year on an earlier timeline.
- School leaders having retention conversations with highest performers on earlier timelines (late fall through early winter).



22-23 SY Examples:

A school leader conducts early commitment conversations from mid-November through late January.

School leadership team schedules all early commitment conversations to be their February talent strategy focal point.



Focus: Highest Performers

- Inclusive of instructional and non-instructional staff

High Flyer Breakdown

- Influencer
- Strong Community Orientation
- Student Favorite
- Brings The Best Out of Staff and Students
- Strong Data

ECC Main Components:

- *Intentionally early timeline.*
- *Small, targeted group.*
- *Bringing the receipts.*
 - Employee Value Proposition
- *Clear, actionable goal for staff retention.*
- *Stakeholders have defined, transparent roles.*



Early Commitment Conversations..

Are:

- well-planned.
- opportunities for celebration and feedback.
- a positive space to name and honor your staff's expertise.

Are Not:

- negative.
- improvised.
- ill-communicated.

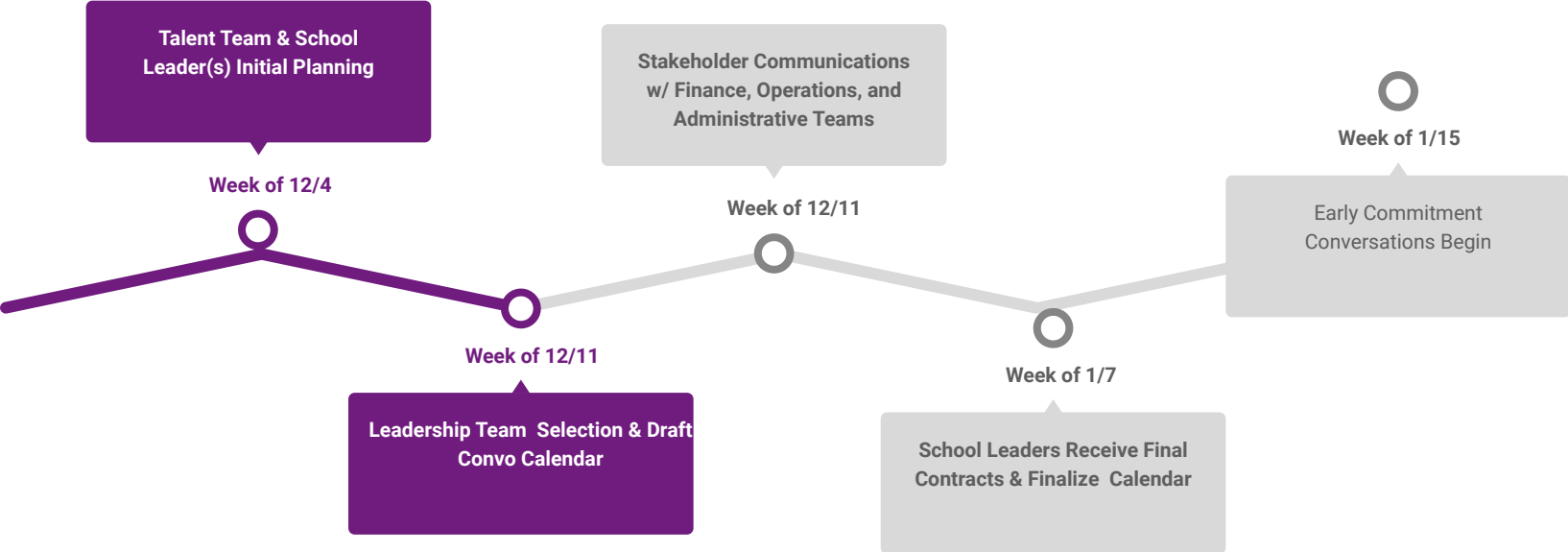


Role Responsibilities

School Leader	Talent Team/Operations Director
<p>Determining Your Schedule</p> <ul style="list-style-type: none">• How are you prioritizing this on your calendar?• What is the strategy for your scheduling (i.e. - grade level, performance level, years of experience, etc)	<p>Bringing the Data</p> <ul style="list-style-type: none">• Previous Retention Data (21-22, 22-23)• Anticipated Number of Roles (including expansion)
<p>Leadership Team Download (all the context)</p> <ul style="list-style-type: none">• What information do we currently have regarding staff morale, job factors, etc?	<p>Streamlined Paperwork & Comms</p> <ul style="list-style-type: none">• Contracts• Bonus Pay/Performance Rewards/ Salary Scale
<p>Bringing the Praise + Receipts</p>	<p>Scheduled Accountability</p> <ul style="list-style-type: none">• Consistent System for Progress Updates
<p>Setting the Tone EVP (Employee Value Proposition)</p>	



ECC Timeline



Ask-Back Conversations



Ask-Back Conversations

Conducting staff conversations for the next school year, using historical retention data and current staff feedback.

- Sustain Momentum
 - Should run right after Early Commitment Conversations

- Example:
 - School leadership team conducting Early Commitment Conversations November - January
 - Ask-Back Conversations happening February through March.



Community-Based Lead Generation



How does this strategy directly impact talent pipelines?

How does this directly impact talent pipelines?

1. **Continued commitment to your school communities.**
2. **Create a staff pipeline that mirrors your student population**
3. **Accessibility for non-district/network teachers**
4. **Putting direct action to values**

What is Community-Based Lead Generation?

- Intentional recruitment that is targeting the community(ies) that your school serves.
- **Staff-Led Referral Drives**
 - The School-Based Talent Ambassador
- **Recruitment Campaigns w/ Community-Based Orgs**
 - Community leaders, community-based orgs, religious organizations, culture bearers
- **Grow Your Own Teacher Academies**
 - Specifically designed to recruit local teachers who haven't necessarily had exposure to your school
 - Serves as a paid, PD opportunity + hiring event.



Work Time & Reflections: 2023-2024 & 2024-2025 School Year Planning

- Which strategy (ies) is (are) a natural extension of a key strength in my current talent strategy?
 - How can this strategy be scaled to our school community?
- Who are the stakeholders that can support and guide this planning?
- What are anticipated strengths for this strategy? What are anticipated difficulties?





SCAN ME

Website: jesslambconsulting.org

Email: jess@lambconsulting.org

LinkedIn: Jessica Lamb