

**ITEM FOR INFORMATION****HUMAN RESOURCES DEPARTMENT UPDATE****SUMMARY**

The Human Resources Department will provide an update to the board on the work the department has been focused on for the 2025-26 school year. This work is directly tied to the district's strategic plan.

**BACKGROUND**

The Human Resources Department serves as foundational support for the district's 2023 Strategic Plan: *Belong, Believe, Achieve*. We operate under the belief that student success is a direct result of the stability and wellness of the adults in the building. The 2025-26 academic year reflects a significant period of stability and strategic growth for the Beaverton School District. Our staff retention rates averaging 94% for administrators and licensed staff not only exceed our five-year historical averages but also signal a high level of professional satisfaction and commitment to our students. Furthermore, our focused recruitment efforts under the Equity & Belonging initiative have yielded exceptional results, with 56% of new administrator hires identifying as diverse. This intentional diversification of our leadership and staff ensures that our workforce increasingly mirrors the vibrant diversity of the student body we serve, moving us closer to our goal of collective belonging and dignity.

**RECOMMENDATION:** Staff will present information on the Human Resources Department. No action is needed.

**Belong. Believe. Achieve.**