

The 2025 HR Effectiveness Audit:

12 Questions to Drive Impact



1. Is Your Recruitment Strategy Year-Round?

Teacher shortages don't pause after the hiring season. Does your district have a year-round recruitment calendar or outreach plan to consistently attract top talent?



2. Does Your Credential Tracking Process Support Compliance?

Credential renewals can be time-consuming, especially when managed manually. Does your system provide clear visibility and automated reminders?



3. Is Your Onboarding Process Ready for Growth?

Does your onboarding process reduce paperwork, ensure compliance, and prepare new hires for success quickly?



4. Are You Tracking Recruitment and Retention Metrics?

Do you have www.frontlineeducation.com/blog/innovative-approaches-to-attract-engage-grow-retain-k-12-talent/ata like time-to-hire, retention rates, and vacancy trends?



5. Is Time and Attendance Tracking Automated?

Does your system minimize errors and reduce the administrative time spent managing time sheets and payroll?



6. Does Your Substitute Management Process Support Classroom Continuity?

Can your district quickly and effectively fill teacher absences?



7. Are Professional Growth Opportunities Accessible and Flexible?

Do your professional development (PD) programs offer in-person and online options to meet teachers where they are?



8. Is Your HR Technology Integrated?

Do your HR tools and systems work together to reduce repetitive tasks and create a seamless experience for your team?



9. Does Your District Celebrate Staff Contributions?

Do you have a consistent way to recognize and celebrate your staff?



10. Do You Have Regular Feedback Loops with Staff?

Is there a process for staff to share feedback about workplace culture, HR processes, and professional development?



11. Is Your HR Team Prepared for Mid-Year Hires?

Does your team have a plan in place for unexpected hiring needs?



12. Are You Ready for the Next Recruitment Push?

Does your district have a strategy for the upcoming hiring season?