

Cynthia Schroers

Personnel Committee Nominee

What motivates you to want to become a Personnel Committee member?

I was asked if I would consider the position; it was an honor to be asked. I would like the opportunity to give back to PACT in a meaningful way. Serving on this committee would allow for that.

What expertise and experience in human resources and work environments will you contribute to the Personnel Committee; and what level of education and professional training do you bring?

I have worked in healthcare for the last 20 years and have experience at many levels. I started out as an assistant and worked my way up to management, today working side by side with the Executive Director. I work for two healthcare organizations: a 501c3 not-for-profit Csuite membership organization comprised of well-known hospitals and healthcare systems from around the country (Scottsdale Institute), and a for-profit healthcare consulting firm (C-Suite Resources.) These two organizations are strategic partners and have the same Chairman. In my positions, one of the responsibilities has been to be part of the hiring team -- conducting interviews and reviewing resumes and also being involved in decisions around wages/salary for employees. I have a bachelor degree, double major, in English and Criminal Justice.

In relation to personnel and work environment, what are 1-3 biggest areas of concern you see facing PACT Charter School today, and how will you help solve them?

Staff retention/turnover Solution: Not 100% sure about that, but brainstorming with other members for innovative ideas and possibly conducting surveys of staff to learn what makes them want to stay committed and part of the mission. Another possible concern: More parent involvement with educators to help continue the advancements that PACT is striving for in terms of advanced learning, technology, etc. Find new ways to help parents see the vision. Conduct research on what's working well/ not working. Again, brainstorm with teams.

If elected, how do you plan to work collaboratively with Personnel members through the lens of what is best for all K-12 students?

By becoming firmly committed to the group and well informed about all issues this committee deals with. It's important to show up, be present, exchange ideas and then move forward.

What do you believe are PACT Charter School's greatest employee/work environment needs right now, and how will you help accomplish this?

To be honest, I'm not sure about the greatest employee needs - my guesses would be they might be around fair and competitive compensation, around feeling valued and respected, around the ability to implement new ideas or programs, and also around safety.

What is your connection to PACT Charter School?

I have two teenage sons that attend PACT and I'm forever grateful that they are at this wonderful school. I have seen, first hand, staff that go above and beyond to make a difference. I have incredible respect for the teachers and administration and feel blessed that my boys are there! It would be an honor to serve on a committee here. Thanks for considering me.

