

Recruitment and Staffing Update



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Recruitment and Staffing Update

Accomplishments

Innovation Continues

Challenges

Next Steps

Accomplishments



2015-16 Hires...So Far

Diversity Efforts

Alternative Routes to Licensure (ARL)

Recruiter Specialists

2015-16 Hires...So Far



July 13, 2015
1,275 in PACS

+131 MORE



July 14, 2014
1,144 in PACS

Diversity Efforts



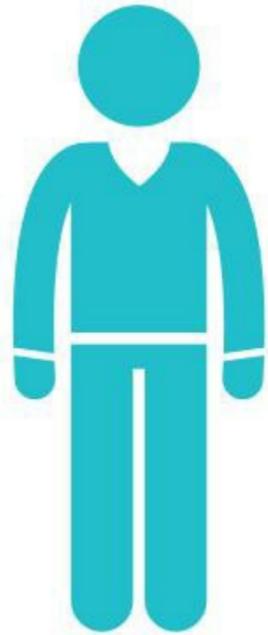
Diversity-Focused Recruitment Trips

Community Round-Tables

Increased Partnerships

49% Average Diversity of ARL Cohorts (Summer 2014-Current)

Alternative Routes to Licensure (ARL)



Participants Accepted

2014-15 Fall-Summer: 465

2013-14 Fall-Summer: 206

2012-13 Fall-Summer: 188



Hired

2014-15 Fall-Spring: 190

2013-14 Fall-Summer: 160

2012-13 Fall-Summer: 137



Still Teaching

2014-15 Fall-Spring: 124

2013-14 Fall-Summer: 143

2012-13 Fall-Summer: 118

*Summer 2015 program begins May 29

Recruiter Specialists

28 Targeted Trips
March-July

Candidate Cultivation Logs

9,717 Candidates

146 Hired

426 In Process



Innovation Continues



Expanded Partnerships
Additional Advertising

Expanded Partnerships



We Care
Out-of-State Student Teachers
Workforce Connections
Troops-to-Teachers
APPLE and NEXUS

Advertisements



Radio Ads



Hotel Room Cards
Movie Theaters



CCSD Webinars



SWA:
Inflight Magazine



Times Square



Taxi Cabs



Billboards on I-15



Social Media



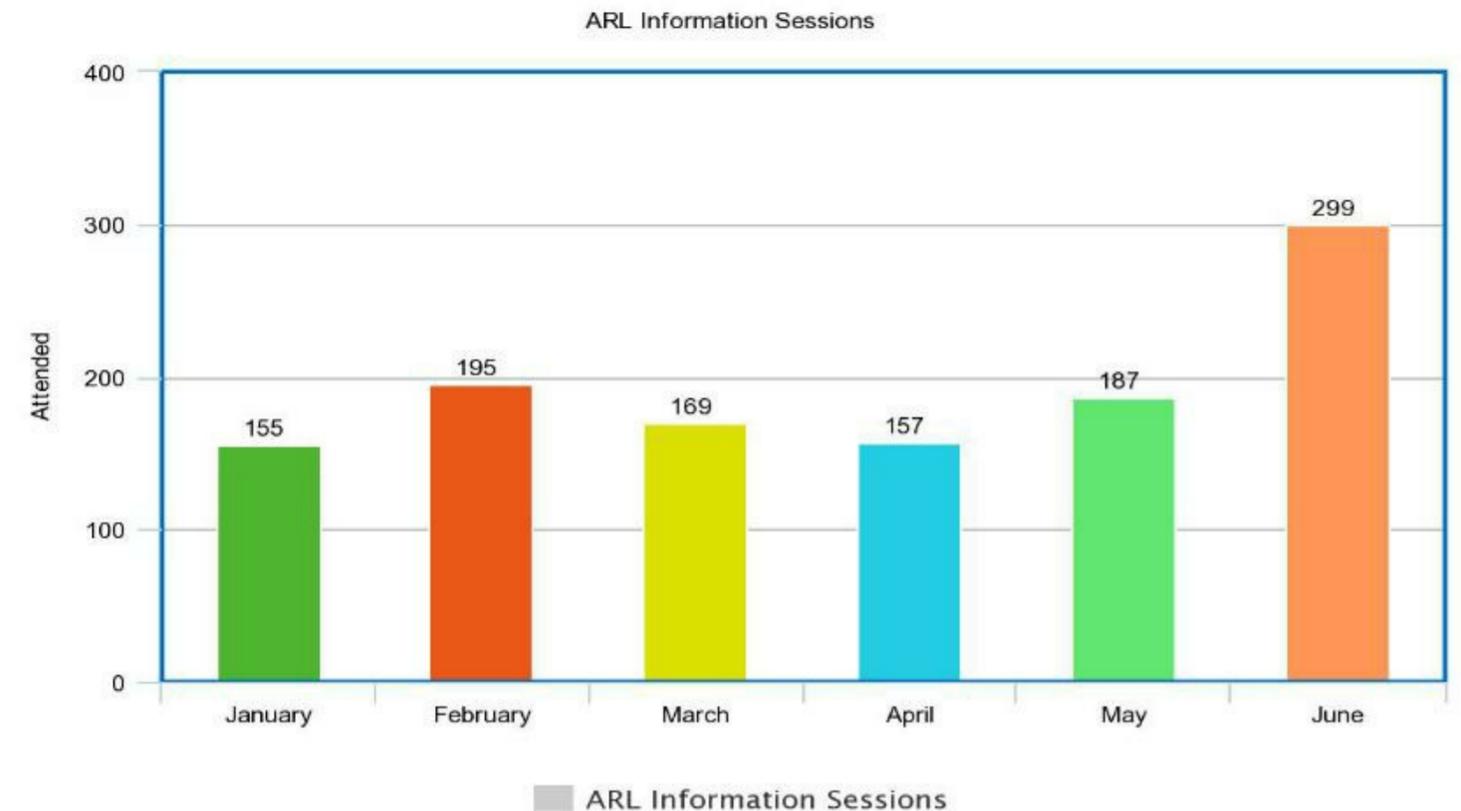
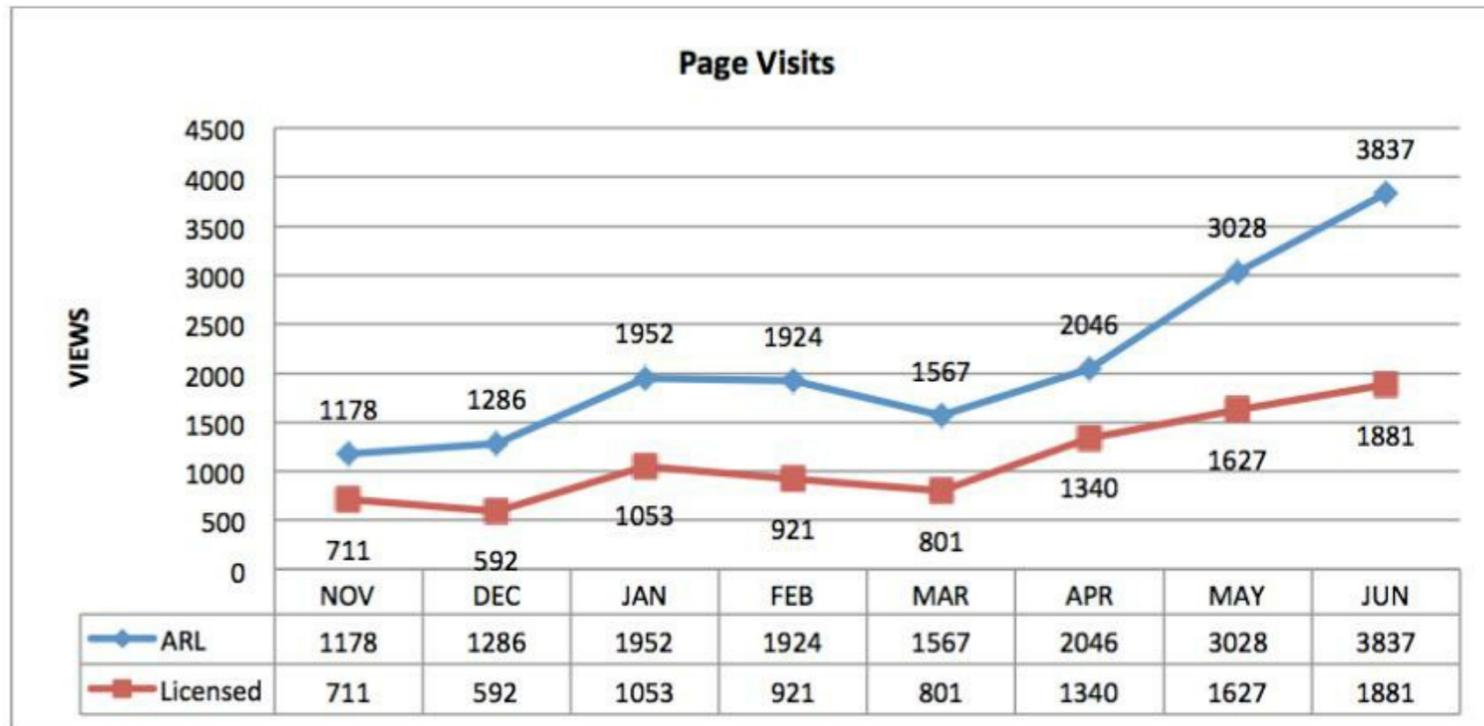
Hero Finder Fee

Additional Advertisements



Vegas PBS
Staffing Companies
Community Heroes
Slate Magazine

Advertisement Outcomes



Challenges



Big Bets: Return on Investment (ROI)
Elementary and Special Education Vacancies
Vacancies in At-Risk Schools
Teacher Pipeline
Increased Competition

Elementary and Special Education Vacancies



July 13, 2015

**548 K-5 Elementary
248 Special Education**



July 14, 2014

**361 K-5 Elementary
157 Special Education**

**+187 K-5 Elementary
+ 91 Special Education**

Vacancies in At-Risk Schools



July 13, 2015
813



July 14, 2014
552

**Percent of Total
Classroom Vacancies**

2015: 80%

2014: 79%

Teacher Pipeline

TFA

175 Approved; 93 Anticipated

Oklahoma

Emergency credentials increased from
97 to 499 in 2 years
1,000 vacancies unfilled throughout the
2014-15 school year

Indiana

The number of licenses for first-time teachers dropped
from 16,578 in the 2009-10 school year to 6,174 in the
2013-14 school year

Decline Continues

3-5 Year Enrollment Trends in Teacher Preparation Programs

California: 53% decrease

North Carolina: 20% decrease

New York: 20% decrease

Texas: 25% decrease

2014 ACT®

5% of high school graduates intended to pursue
a career as an educator

The three largest states (CA, TX & FL) from which CCSD recruits are no longer able to fill their own vacancies



Competition

Nationwide

Other States Hiring

21,000 Teachers needed in California

Cleveland Metropolitan School District

Hired 2 Recruiters for 300 Vacancies

Salary and Incentives

Moving and Signing Bonuses

Higher Salaries

Local Charter Schools

Recruiting Trips

Next Steps

Snapshot of our upcoming focus...



Hired 2 Additional
Recruiter Specialists

College/University Visits
More Student Teachers
Target CCSD Students



All Hands On Deck

HR Staff
Teacher Leaders
Saturday Sessions



ARL Expansion

Testing Support
Blended Learning
Late Summer Core



Summer Cultivation

Summer Support Pals
Tips for Principals
Critical Labor Shortage