



# Recruitment

# General Recruitment for all Instructional Staff

## Previous Efforts:

- Participated in out-of-state job fairs
  - PERC (Pittsburgh Education Recruitment Consortium) Pittsburgh, New York, Michigan, Indiana, Illinois, Ohio, and many others
- Participated in in-state job fairs
  - FSU, UF, UCF, USF, FGCU, Great Florida Teach-In
- Visited local colleges to speak to interns
  - St. Pete College, USF/Tampa, USF/St. Petersburg
- Sent email blasts to teachers registered on Teachers-Teachers.com for teachers in critical shortage subject areas
- Offered advanced binders to highly-qualified teachers in critical shortage subjects such as Math, Science, Exceptional Student Education, and English
- Held Job Fair – June 2015
- Attended Great Florida Teach-In - June 2015
- Emailed graduates at colleges of education in Florida regarding potential job opportunities in Florida
- Moved up instructional open hiring in the year to secure top talent from college and universities
- Began collaborative efforts with The New Teacher Project (TNTP) for Scale-Up for Success School efforts

# General Recruitment for all Instructional Staff

## 2015-2016 Efforts:

- Implemented new applicant tracking software
- Participated in Spring Board to Success
- Initiated the Paraprofessional to Teacher project - a partnership with USF-Tampa to offer classes in one or more of our schools for our employees who want to become teachers
- Offered advanced contracts to highly qualified teachers in critical shortage subjects such as Math, Science, and ESE
- Emailed graduates at colleges of education in Florida regarding potential job opportunities in Florida
- Moved up instructional open hiring to secure advanced contracts from college and universities
- Contacted eligible candidates in critical subjects such as Math and Science; provided lists of eligible candidates to principals
- Collaborated with TNTP on Scale Up for Success school efforts
- Hosted a job fair in November for the five Scale Up schools and invited interns from FL Colleges and Universities (Melrose, Maximo, Lakewood, Campbell Park, and Fairmount Park)

# General Recruitment for all Instructional Staff

## 2015-2016 Efforts (continued):

- Hosted 1st Winter Job Fair in December 2015 to address immediate openings
- Interviewed interns at school sites for possible advanced contracts
- Provided credentialing support for the Transformation Zone staff at their job fairs this past spring/summer
- Attended statewide job fairs:
  - Great Florida Teach-In (Representatives from ESE, Math, Science, Guidance, Principals, Area Superintendents, and others attended)
  - Attended college of education networking events at: FSU, UF, UCF, USF/Tampa.
  - Spoke to interns at USF/St. Pete, St. Pete College, and USF/Tampa
- Hosted annual Job Fair in June 2016: 658 teachers were invited; 410 attended; offered 166 contracts

# Minority Recruitment Efforts – 2015-2016

- Attended in-state Recruitment/Networking Efforts
  - Bethune Cookman University,
  - Florida A&M
  - Florida Fund for Minority Teachers
    - Gainesville
    - Tallahassee
  
- Teachers were emailed in advance of the event to schedule interviews
  
- Offered advanced binders to highly-qualified teachers in all subject areas at state and national job fairs

# Recruitment Data: Advanced Binder

## (Out-of-State and In-State)

### Action Statement:

Increase teacher recruitment and retention efforts to ensure faculty diversity mirrors the student population by utilizing various methods including: recruitment at targeted institutions noted for graduating Black, Hispanic, and other needed educators; mentoring teachers; providing incentives; and hosting job fairs to ensure all teacher positions are filled with a highly-effective teacher in a competitive timeframe.

- **2015 – 2016**

- *(out-of-state and in-state recruitment efforts)*

- 48 advanced binders offered – hired 26 out of 48 = 54%
  - 8 black (17%), 40 non-black (83%)

- **2014 – 2015 Recruitment efforts**

- *(in-state only recruitment efforts)*

- 11 advanced binders offered – hired 9 out of 11 = 82%
  - 3 black (27%) and 6 non-black (55%)

- **2013 – 2014**

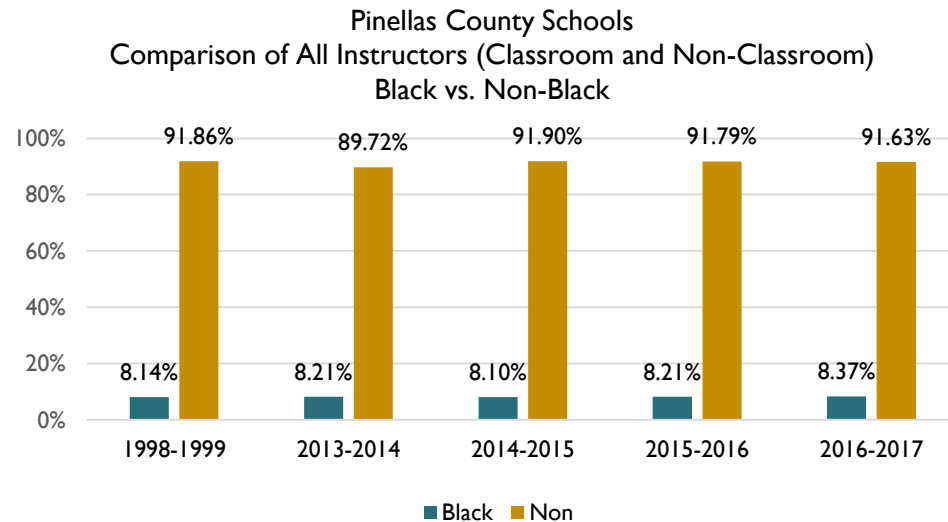
- *(out-of-state and in-state recruitment efforts)*

- 36 advanced binders offered – hired 19 out of 36 = 52.7%
  - 2 black (10.5%) and 17 non-black (89.5%)

# Comparison of All Classroom Instructors

## Goal Statement:

The district is committed to continued support of minority instructional staff assignments at all school levels and in the general geographic apportionment that are at least as equitable as levels that existed in the 1998-1999 school year.



Data Source: Racial Breakdown for Instructors (Non-Classroom) by Job Type  
1998-1999 vs 2013-2014, 2014-2015, 2015-2016, and 2016-2017~ Black/Non-Black

## Action Plan:

Increase minority instructional staff assignments at all school levels and in the general geographic apportionment by at least 2% each year.

# Minority Recruitment Efforts for 2016-2017

## Action Statement:

Increase teacher recruitment and retention efforts to ensure faculty diversity mirrors the student population by utilizing various methods including: recruitment at targeted institutions noted for graduating Black, Hispanic, and other needed educators; mentoring teachers; providing incentives; and hosting job fairs to ensure all teacher positions are filled with a highly-effective teacher in a competitive timeframe.

- Create recruitment packet for all hiring managers to use when searching for potential teachers for our district (locally and at job fairs across the state and country)
- Research and implement minority recruitment strategies focusing specifically on increasing African American & Hispanic applicant pool for hiring managers
- Increase number of minority applicants for the Elite Educators (SPC) program
- Research alternative avenues for certification (ex. *Teachers of Tomorrow*)
- Content supervisors build relationships with colleges that produce excellent subject area (math, science, ESE) candidates
- Focused / predictable onboarding process - recruiters sell PCS, follow up with candidates until hired, seamless process
- Increase number of advanced binders
- Utilize connections made through the re-establishment of PABSE
- Attend NABSE conference in Tampa in Fall to gather more ideas to implement
- Build connection for current PCS students - Teaching academies at district high schools to Take Stock in Children opportunities in college to job placement in PCS upon graduation



# Minority Retention & Leadership Efforts for 2016-2017

## **Action Statement:**

Increase teacher recruitment and retention efforts to ensure faculty diversity mirrors the student population by utilizing various methods including: recruitment at targeted institutions noted for graduating Black, Hispanic, and other needed educators; mentoring teachers; providing incentives; and hosting job fairs to ensure all teacher positions are filled with a highly-effective teacher in a competitive timeframe.

- Build relationships with our current minority teachers (ex. conduct focus groups based on experience and teaching assignments – successes, struggles, suggestions, experience of onboarding)
- Develop and provide support to teachers through ongoing trainings or organizations (ex. re-establish the Pinellas Alliance of Black School Educators, establish an organization to support Hispanic educators)
- Establish a minority strand on our current leadership pipeline
- Actively tap into our current minority educators to invite them to leadership activities (ex. Aspiring Leaders event)
- Build relationships with aspiring leaders – focus on leadership activities and experiences/opportunities