



# Human Resources Recruitment and Staffing

*Jefferson County Public Schools*

*February 2014*



# Number teachers hired by content/level

Area/Level	2011-12	2012-13	2013-14
Early childhood	40	31	27
Elementary	132	143	166
Middle	113	125	76
High	145	140	125
ECE (K-12)	92	53	99
ESL	13	10	12
Library/Media	9	7	7

# High Volume

Approximate Annual Applicants

Elementary	2000
------------	------

Middle/High	1000
-------------	------

# Last Year – Middle School

English / Language Arts	18%
Math	17%
Dual Certification	13%
Social Studies	10%
Science	8%

# Last Year – High School

Math	21%
English	17%
Social Studies	10%
Science	10%

# Educational Background- 2014

● Various Institutions	4% / 226
● Louisville	27% / 147
● Bellarmine University	9% / 49
● Kentucky	6% / 33
● Western Kentucky	6% / 33
● Spalding	5% / 26
● IU Southeast	4% / 21

# Recruitment – Title II Funding

**We recruit 500-575 new highly qualified teachers every year**

- **Strategies**

- ✓ **Advertisements**
- ✓ **University Visits/Job Fairs**
- ✓ **Student Teacher Observations**
- ✓ **Online Applications**
- ✓ **Interviews**
- ✓ **Official Visits from candidates**
- ✓ **Conditional Offer of Employment**

# JCPS General Recruiting Area

**400 Hundred Mile Radius of Louisville**





# High Need Areas

- ◉ Math
- ◉ Science
- ◉ Exceptional Child Education
- ◉ Foreign Language / ESL

# Under Represented Populations

- Minorities
- Men at the Elementary Level

## Hiring Statistics

### JCPS New Hire Teachers for 2013-14

535 total full-time teachers hired

87 total minority teachers hired

16.26 % minority teachers hired

### JCPS New Hire Teachers for 2012-13

523 total teachers hired

78 total minority teachers hired

14.91 % minority teachers hired

### JCPS New Hire Teachers for 2011-12

558 total teachers hired

98 total minority teachers hired

17.56% minority teachers hired

# Recruitment fairs for 2014

- Univ of Louisville
- Northern Illinois
- Eastern Illinois
- Univ of Kentucky
- Grand Valley Michigan
- U M Flint
- Wright State
- Univ of Tennessee
- Murray State
- Univ of Dayton
- Miami University
- Eastern Kentucky
- Univ of Alabama Birm
- Ohio University
- Indiana University
- Spalding University
- Morehead State
- Ball State
- Indiana State
- Xavier University
- University of Toledo
- Bowling Green State
- Northern Kentucky Univ
- Univ of Findlay
- Ohio State
- Campbellsville University
- Bellarmine University
- University of Southern Indiana

# Targeted Recruitment

- Historically Black Colleges & Universities

# Advertisement in Regional and National Publications

- AAEE Job Search Handbook for Educators
- Miami of Ohio Career Guide
- University of Dayton Career Guide
- Bowling Green State University Career Guide
- University of Alabama – Birmingham Career Guide
- Teachers of Color
- Career Opportunities for Minority College Graduates Directory
- North Alabama Connection
- Southern Diversity Schools Job Search Journal
- Northern Diversity Schools Journal

# Observation of Student Teachers

- Scheduled observations are made of all student teachers in the Jefferson County Public Schools.
- Observations conducted of approximately 300-400 student teachers per school year.
- Observations conducted electronically using MediaX eWalk system.



*The mission of Teach Kentucky is to recruit and attract highly-motivated young people to teach in our public schools, thus improving the quality of education for our students and enhancing our civic life by retaining these young teachers in Kentucky.*

## How We Stack Up

Total teachers recruited since program's inception in 2001	143
Teachers completing or completed Master of Arts in Teaching degree	130
Teachers currently teaching and/or residing in Kentucky	87
Approximate number of students taught by our teachers every day	10,440
Teachers in Jefferson County Priority Schools	73%
Teach Kentucky graduates still teaching	85%
Teachers recruited who are Non-Kentucky residents	89%
Teachers holding a leadership role after completing their MAT	70%
Additional residents our teachers have brought to Louisville	61
Teachers who own homes	34%

[www.teachkentucky.com](http://www.teachkentucky.com)

Fall 2013

## Teach Kentucky Participants are Graduates of-

Albion	Iowa State
American (2)	Michigan (2)
Amherst	Middlebury (10)
Arkansas	Missouri
Bellarmine	Mount Holyoke
Beloit	New Mexico State
Berea	Northern Arizona
Boston College	Notre Dame (3)
Brown	Oberlin
California—Davis	Oregon State
Centre (14)	Oklahoma
Colgate (2)	Penn State
Columbia	Pittsburgh
Connecticut	Plymouth State
Dayton	Purdue (3)
Denison	Richmond
DePauw (2)	Salisbury
Elon (2)	Smith
Emory (3)	St. Louis University (2)
Fisk (2)	SUNY (2)
Fordham	UAB
Gonzaga	Vanderbilt (4)
Gordon	Virginia (2)
Grinnell	Wake Forest
Hamilton	Washington & Lee (2)
Harvard	Whitworth
Hendrix	Williams (2)
Huntingdon	Wisconsin-Madison
Indiana	Yale (4)
Illinois	

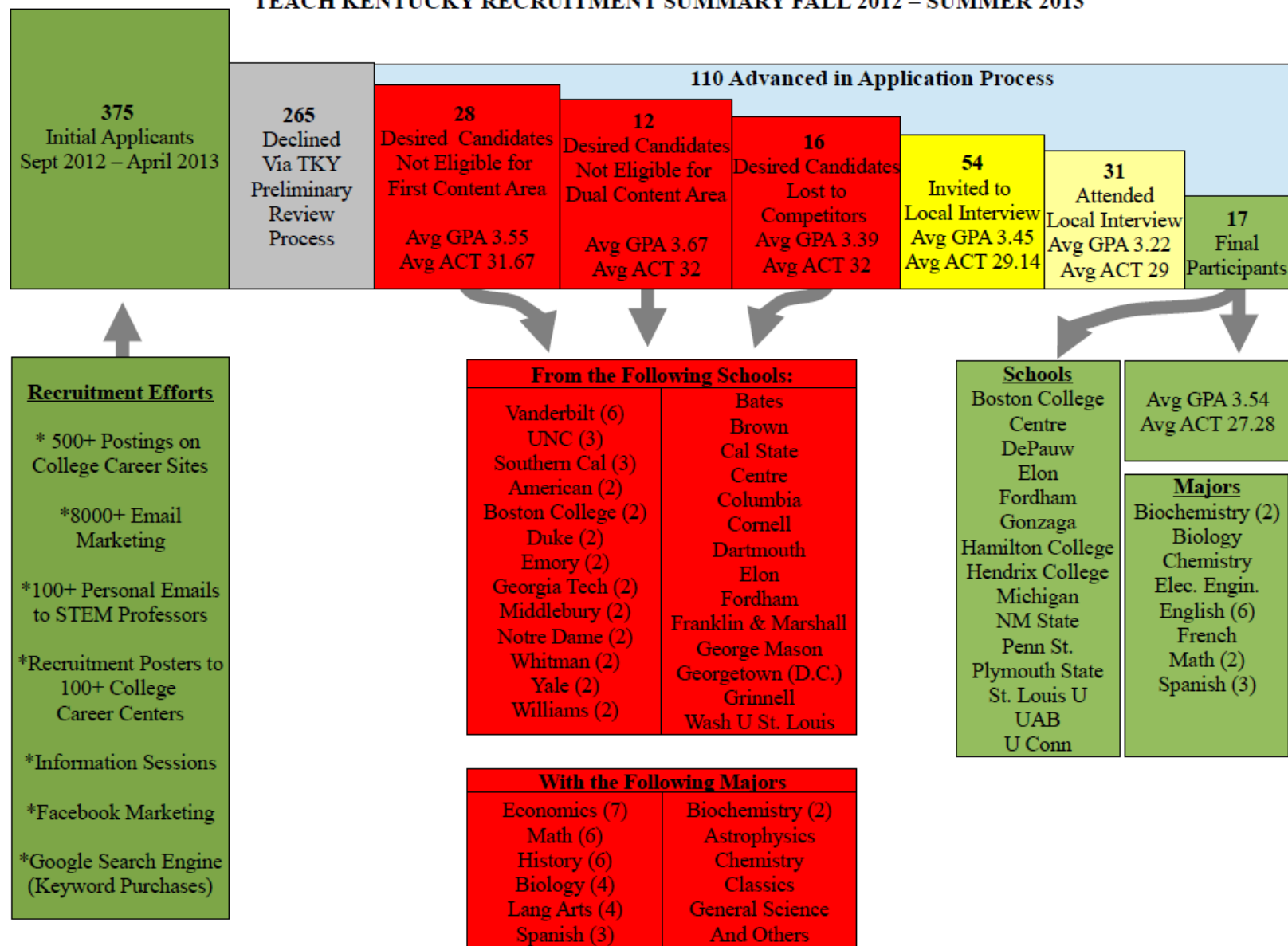
## Subjects Taught by Our Teachers



Science (34%)
Language Arts (19%)
Math (16%)
Foreign Language (14%)
Special Education (7%)
Social Studies (5%)
Administration (4%)
English as a Second Language (1%)



## TEACH KENTUCKY RECRUITMENT SUMMARY FALL 2012 – SUMMER 2013



# Staffing/hiring Process

- ◉ Transfer of current teachers plays out
- ◉ Identification of true vacancies
- ◉ List or Slate of Qualified Applicants sent to schools (SBDM) for interviews
- ◉ Schools make recommendations for hire

# Staffing Process (continued)

- Principals will contact candidates for school-based interviews.
- The principals will make their selection after consultation with their Site Based Decision Making (SBDM) council.
- Official offers of employment are made by Human Resources!!

# New Teacher Support & Retention

# New Teacher Support & Retention

- Comprehensive Orientation
- Intensive New Teacher Induction (NTI)
- Extensive Professional Development Opportunities
- Kentucky Teacher Internship Program (KTIP)
- Beginning Educator Support Team (BEST) Mentoring Program

# Beginning Education Support Team (BEST) Mentoring Program

# BEST Mentoring

- Mentors chosen for areas of expertise
- Trained in coaching and mentoring
- Intentionally matched mentors with teachers based on school need, mentor skills, content area, and grade level experience
- There are currently 50 BEST mentors serving 91 schools.

# Retention

Historically average approximately 70% five year retention

First year retention is trending positively

16 First year teachers non-renewed or dismissed in 2012-2013 (3%)



# **Early Identification Programs for Teacher Recruitment**

# Early Identification Programs

## Education Magnet Career Academy

- The academy maintains an open-admissions policy for all incoming freshmen who exhibit an interest in exploring the profession of teaching. The program provides the following opportunities:
  - > **Hands on participation in the educational community**
  - > **Strong academic focus on skill development**
  - > **Teaching strategies**
  - > **Curriculum elements**
  - > **College Preparation/Exploration**

# Education Magnet Career Academy (EMCA)

**The academy's mission is to support a diverse student population in achieving high academic standards and in attaining the goal of educating others.**

**Atherton High School  
Fairdale High School  
Seneca High School**

# Early Identification Programs

## **Minority Teacher Recruitment Project (MTRP)**

- A grow-your-own initiative which identifies, recruits, and supports prospective minority teachers through middle and high school Future Educators Association clubs.
  - **Teacher Awareness Program (Middle School)**
  - **Teacher Mentor Program (High School)**
  - **Student Teacher Internship Program**

# Early Identification Support

- Identify and Collaborate with MTRP/FEA School Advisors
- Participate in District, State, and National FEA Conferences & Competitions
- Attend Free ACT Preparation Workshops
- Co-op Experiences in JCPS Classrooms
- Dual-Credit (College) Course with JCTC
- College Tours
- Scholarship Information Distribution

# Future Educators Association

**We identify sponsors at the school level and either establish or renew charter memberships with the national Future Educators Association office**

12 Middle School Chapters  
20 High School Chapters  
350+ Students



# College Tours

- Tours available for high school seniors (and select juniors)
- ECU, WKU, Morehead, Spalding, NKU, KSU, U of K, & U of L
- Opportunity to connect with JCPS graduates and school of education representatives

# Scholarship Opportunities

- ◉ KDE MERR Scholarship \$2500 per semester
- ◉ Greater Louisville Association of Black School Educators (GLABSE) Scholarships \$500 –\$5000 per year
- ◉ Individual Scholarships from Universities  
(i.e. Murray State University has offered scholarship to all students who apply & qualify)



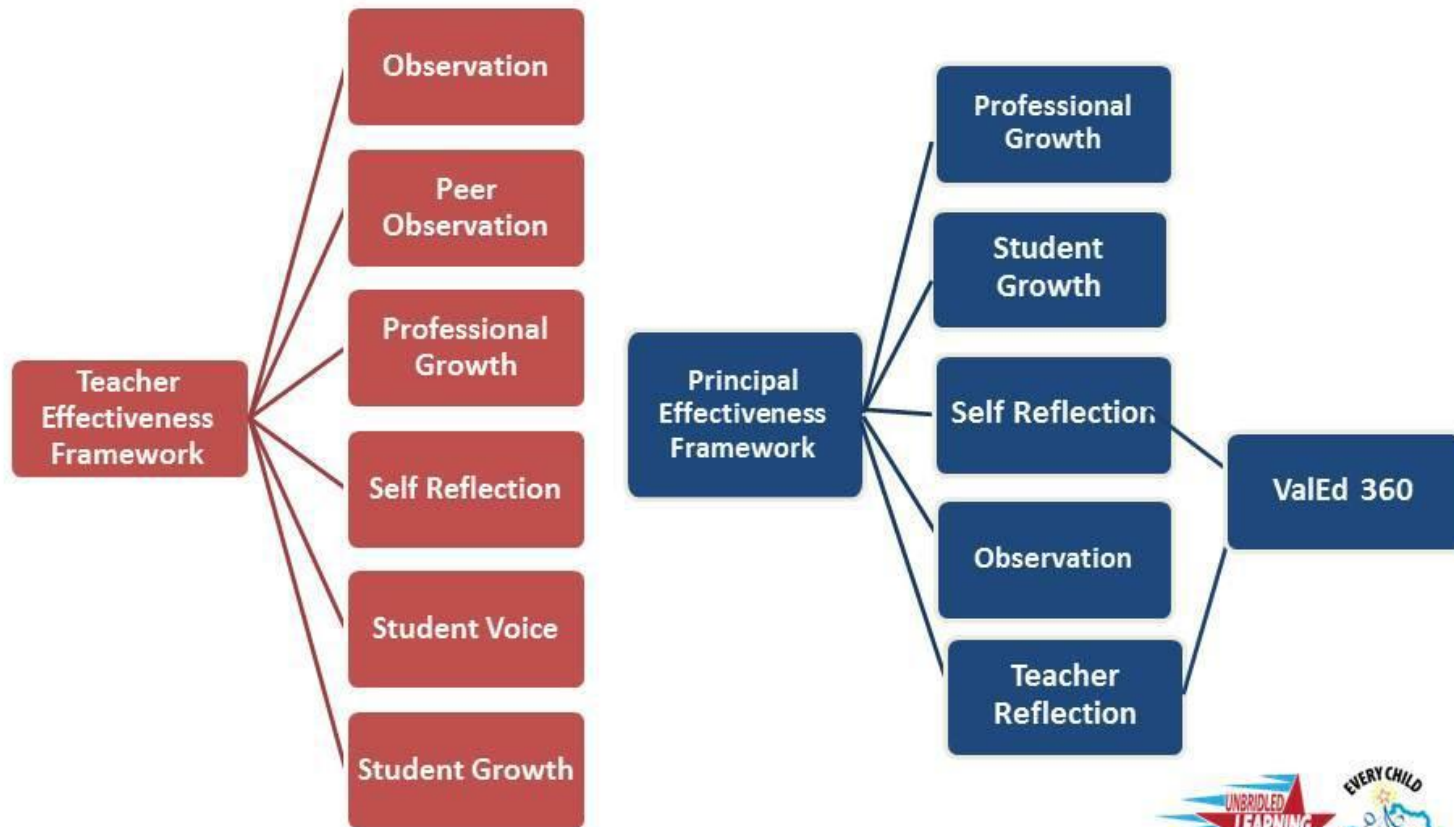
# Professional Growth & Effectiveness System

JCPS Board Update  
February 10, 2013

# Goals

- Every child in every classroom will be taught by a highly effective teacher.
- Every school in every district will be led by a highly effective principal.
- Every district in the Commonwealth will be led by a highly effective superintendent

# Kentucky Multiple Measures of Effectiveness Supported with Artifacts and Evidence (Proposed)



# A Common Understanding of Effectiveness

## KENTUCKY'S FRAMEWORK FOR TEACHING

Domain 1: Planning & Preparation  
Domain 2: Classroom Environment  
Domain 3: Instruction  
Domain 4: Professional Responsibilities

*(adopted for Kentucky Department of  
Education)*

5.24.2012

# Domain 1:

## Planning & Preparation

- A. Demonstrating Knowledge of Content and Pedagogy
- B. Demonstrating Knowledge of Students
- C. Selecting Instructional Outcomes
- D. Demonstrating Knowledge of Resources
- E. Designing Coherent Instruction
- F. Designing Student Assessment

# Domain 2:

## Classroom Environment

- A. Creating an Environment of Respect and Rapport
- B. Establishing a Culture for Learning
- C. Managing Classroom Procedures
- D. Managing Student Behavior
- E. Organizing Physical Space

# Domain 3:

## Instruction

- A. Communicating with Students
- B. Using Questioning and Discussion Techniques
- C. Engaging Students in Learning
- D. Using Assessment in Instruction
- E. Demonstrating Flexibility and Responsiveness

# Domain 4:

## Professional Responsibilities

- A. Reflecting on Teaching
- B. Maintaining Accurate Records
- C. Communicating with Families
- D. Participating in a Professional Community
- E. Growing and Developing Professionally
- F. Demonstrating Professionalism



# Implementation Timeline

## 2013-2014

- Statewide implementation via a statewide pilot, in every district, within at least 10% of our schools.

### JCPS Pilot Schools

*Atherton High School*

*Blue Lick Elementary*

*Carter Traditional Elementary*

*Crosby Middle School*

*Crums Lane Elementary*

*Eisenhower Elementary*

*Engelhard Elementary*

*Farnsley Middle School*

*Jefferson County Traditional Middle School*

*Jeffersontown Elementary School*

*Johnsontown Road Elementary School*

*Kammerer Middle School*

*Laukhuf Elementary School*

*Liberty High School*

*Lowe Elementary*

*Meyzeek Middle School*

*Schaffner Traditional Elementary*

*Shelby Elementary*

*Slaughter Elementary*

*Stonestreet Elementary*

*Wheeler Elementary*

*Wilt Elementary*

*\*\*Priority Schools are also participating as awareness schools, building capacity for TPGES among teachers and administrators in these schools.*

# Implementation Timeline

## **2013-2014**

- ◉ Each pilot school has at least 5-9 teachers piloting all of the components of TPGES with the principal.
- ◉ Each pilot principal and assistant superintendent, are partnering to participate as PPGES pilots.
- ◉ Each pilot school participated in the VAL-Ed Principal Survey.
- ◉ Each pilot school will participate in the Student Voice Survey.
- ◉ The district purchased a TeachScape license for every principal and assistant principal in the district to become proficient and certified in the Charlotte Danielson Observation Tools.

## **2014-2015**

- ◉ *Update information from KDE...Full statewide implementation in every school, with all teachers and principals participating in the components of PGES through CIITS. (Will not be used for personnel decisions or state accountability.)*

## **2015-2016**

- ◉ Full statewide implementation and adoption—every teacher in every school, in every district, across the state. (Will be used to make personnel decisions, and will be included in state accountability.)

# Educator Quality Oversight Committee (EQOC)

- Functions as JCPS's Collaborative 50/50 committee.
- Is made up of five teachers and five administrators.

Tiffeny Armour, Director ARD	John Ansman, Principal
Alan Young, Project Manager	Tony Prince, Teacher
Jo McKim, Goal Clarity Coach	Marty Pollio, Principal
Margie Eckerle, ETC Region 4	Royce Whitman, Teacher
Beverly Chester-Burton, Teacher	Faith Stroud, Principal
- Meets bi-monthly to provide collaborative input, oversight, and communication in relation to PGES implementation, feedback loops, and educator growth system engagement and planning.

# JCPS/KDE U.S. Education Delivery Institute (EDI) Collaborative Team

- In partnership with the Kentucky Department of Education, and their work with EDI, JCPS along with Fayette County, were invited to engage in a self-assessment of PGES implementation.
- This district administrative team is involved in the day-to-day planning and implementation of information, resources, tools, guidelines, and checklists that impact the school level, and attend state meetings to provide feedback, and obtain updates.
- This team meets weekly, and is comprised of Tiffeny Armour, Alicia Averette, Glenn Baete, Julie Barrett, Dena Dossett, Margie Eckerle, Joe Leffert, and Marco Munoz.

# KDE & The Teacher Effectiveness Steering Committee

- Each district will have to write, and approve, a District Certified Evaluation Plan (CEP).
- A model evaluation plan has been provided as a resource to assist districts.
- All of our district committees and team members will be working collaboratively to create a draft plan that will need JCPS Board approval by December 2014.
- KDE asked all district Points of Contact to complete the *Certified Evaluation Plan Check List* – has created a “to do list to get us to December 2014.”

# Additional Information...

- Summer professional development is being planned for all principals and their teacher teams.
- All teachers will receive a copy of The Framework for Teaching.
- All certified staff will begin receiving the PGES Newsletter from KDE.
- Communications and our technology departments are fully engaged as partners to ensure that we are equipped with the tools and resources to support schools, and to communicate clearly and consistently to all stakeholders.



***Jefferson County  
Public Schools***



***Shaping the Future***