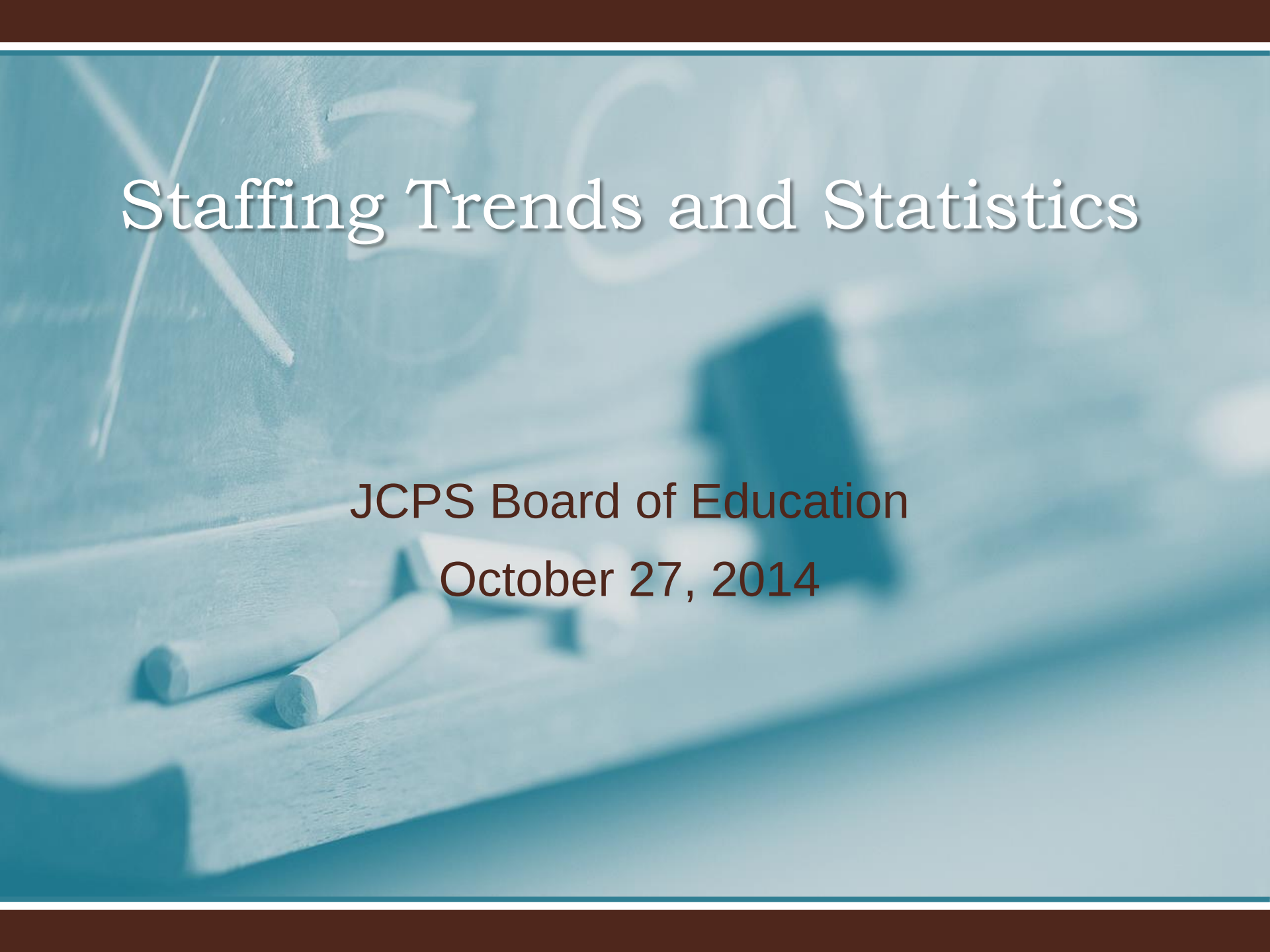




Staffing Trends and Statistics

JCPS Board of Education

October 27, 2014

Presentation Agenda

- Review of February 2014 Presentation
- Current Stats
- Future Concerns and Strategies



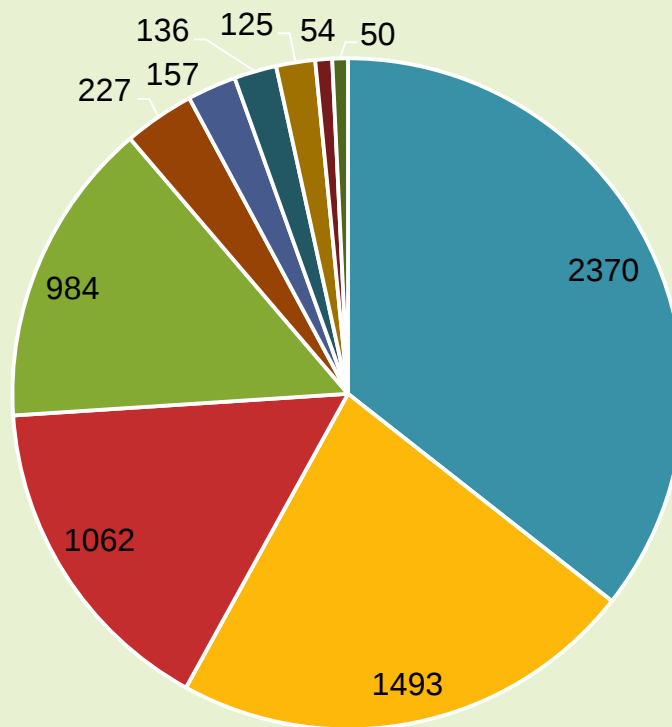
February Review

- Staffing Process
 - 3000+ applications each year
 - 2000 Elementary
 - 1000 Middle High
- 500 – 600 hires annually
- Recruit for minority & high needs area teachers

2014-15

6658 Certified Teachers

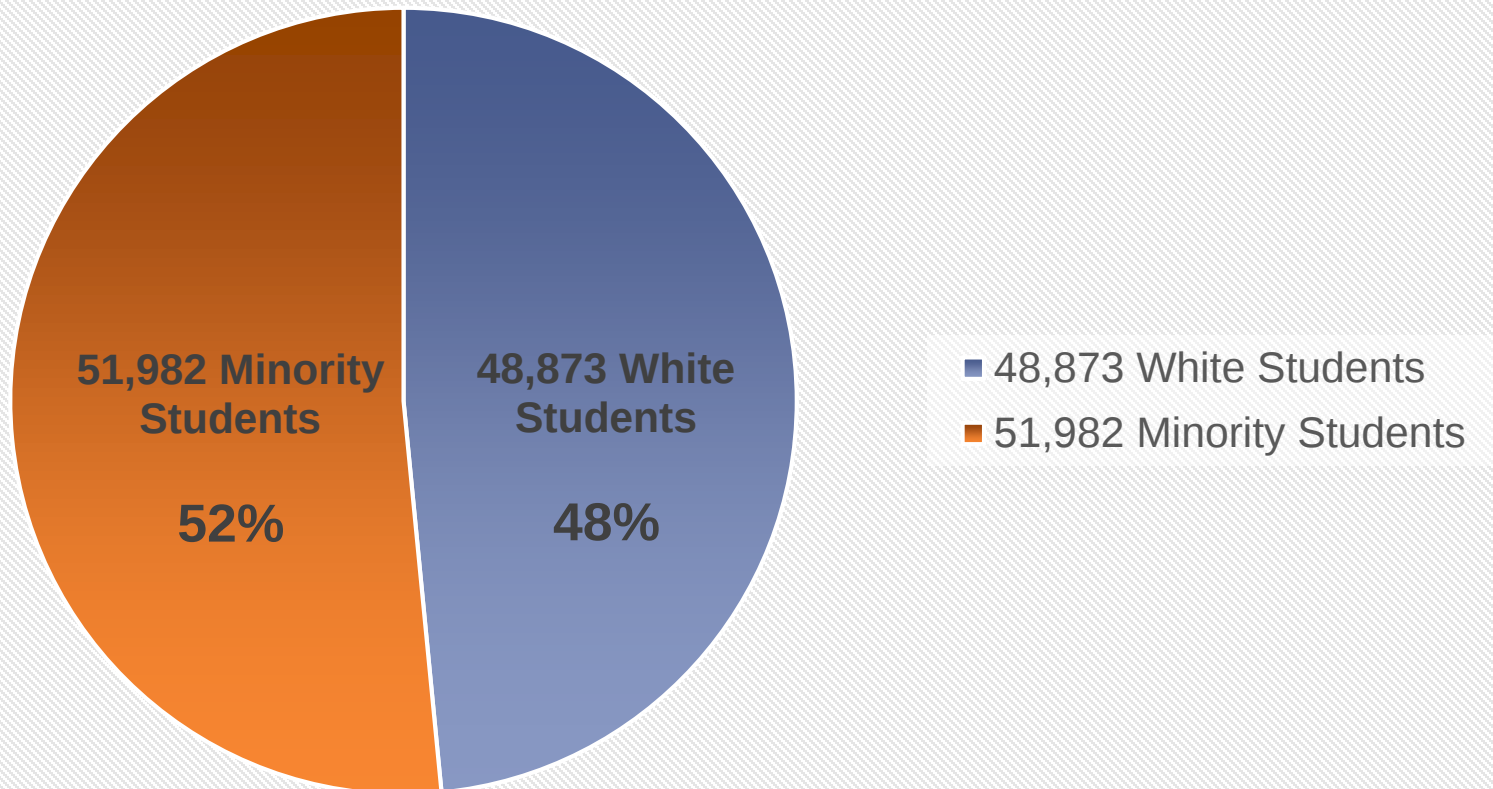
6658 Total Certified Teachers



- Elem Teachers
- HS Teachers
- MS Teachers
- ECE Teachers
- Resource Teachers
- Goal Clarity Coaches
- Librarians/ Media
- ESL Teachers
- Part-time teachers
- Misc

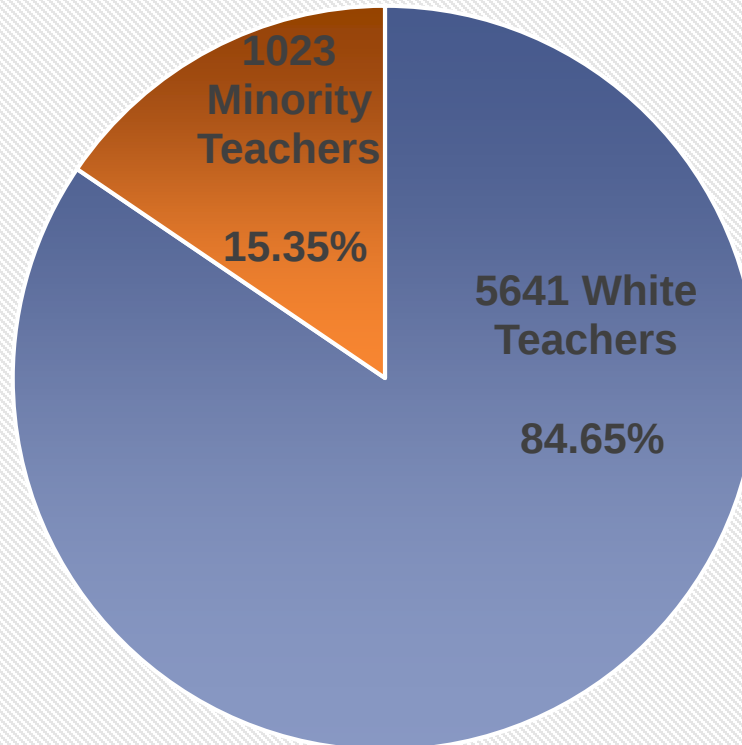
2013-14 School Year Student Demographics

2013-2014 Student Ratio

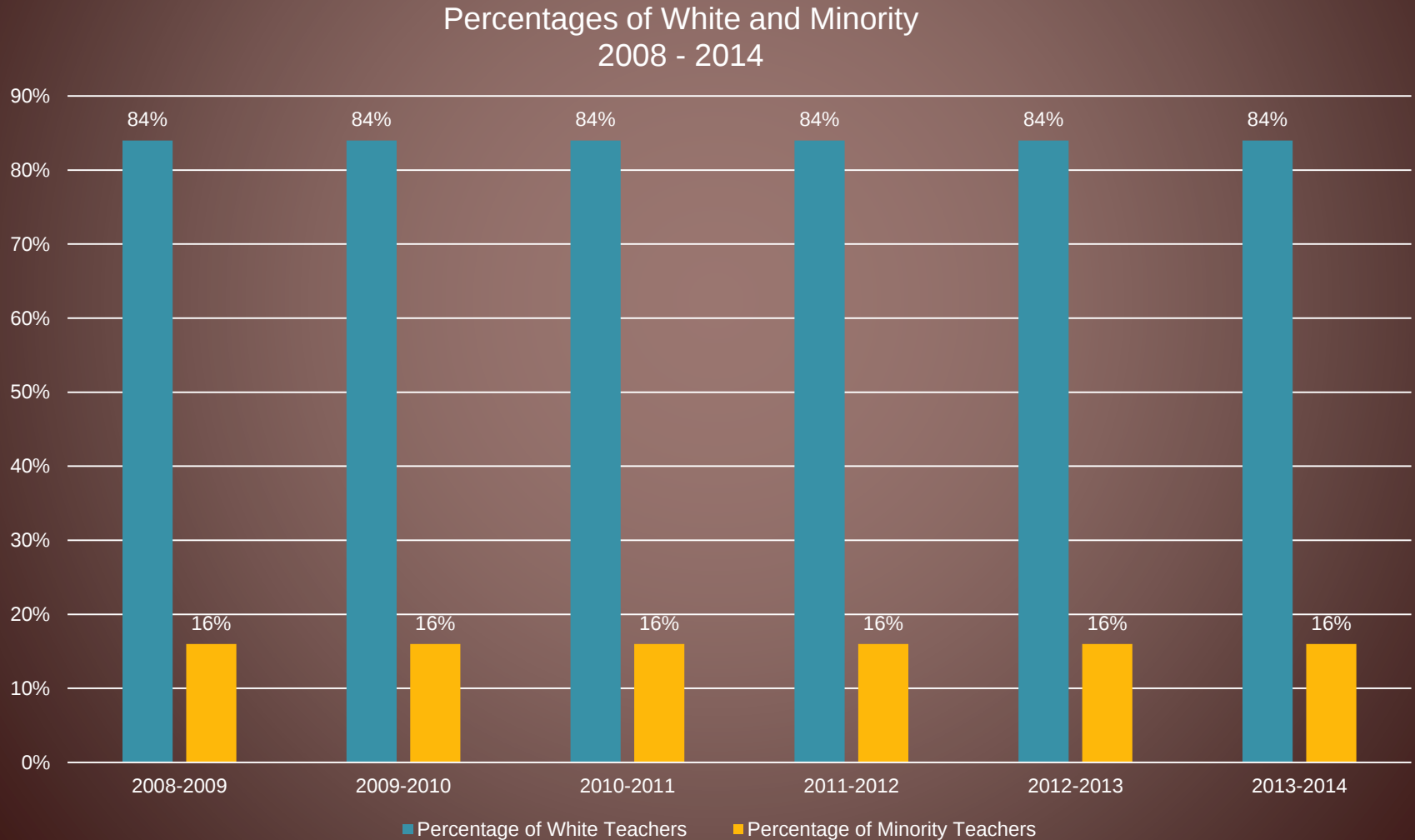


Teacher Demographics

2014-15 Teacher Ratio

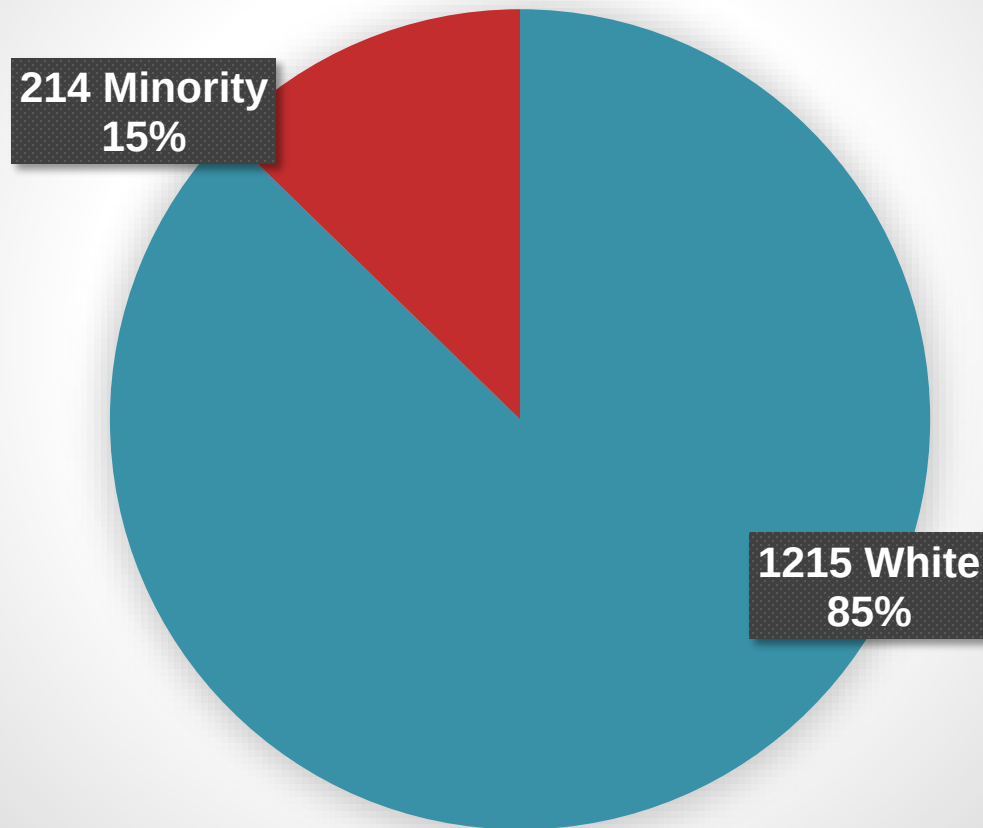


Percentages of White and Minority Teachers 2008 through 2014



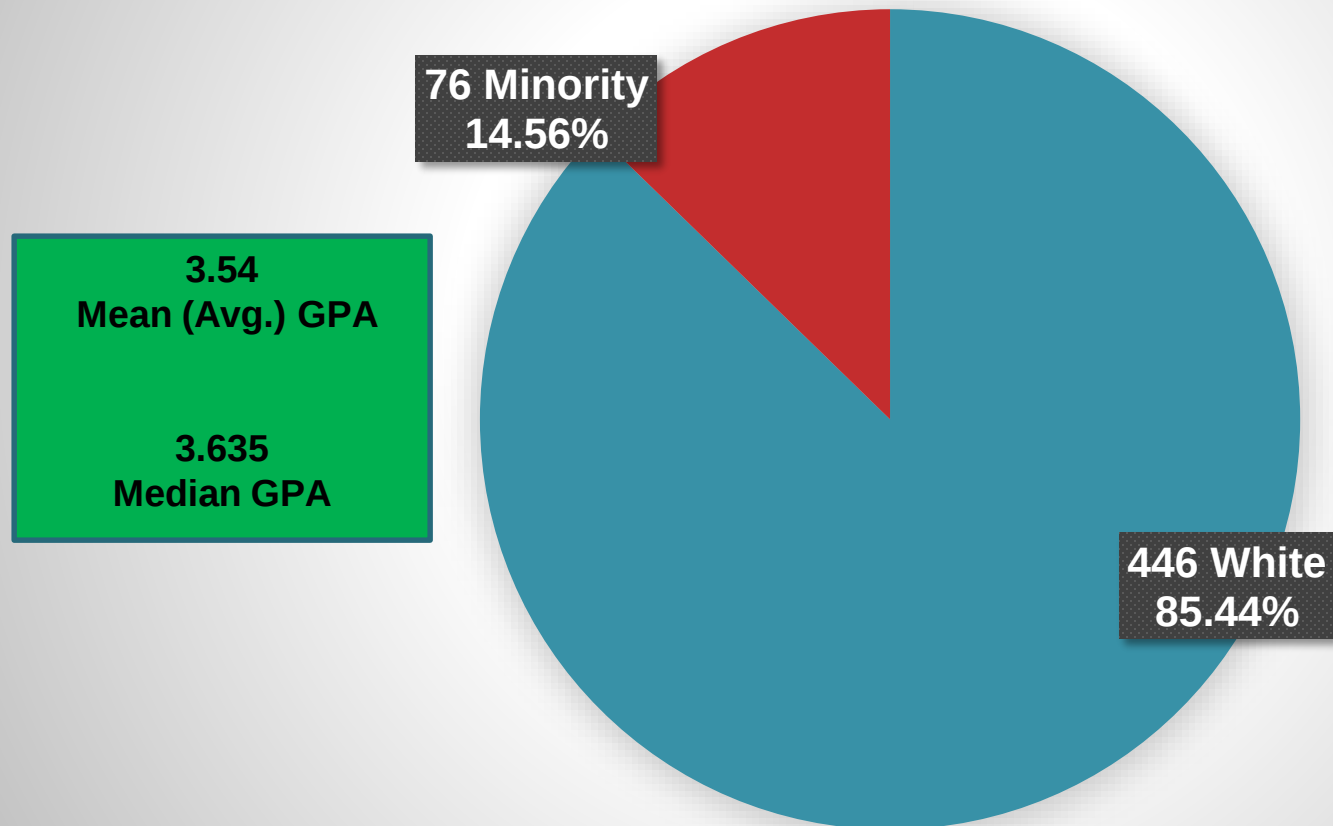
New Applicants 2014

1429 New Applicants 2014



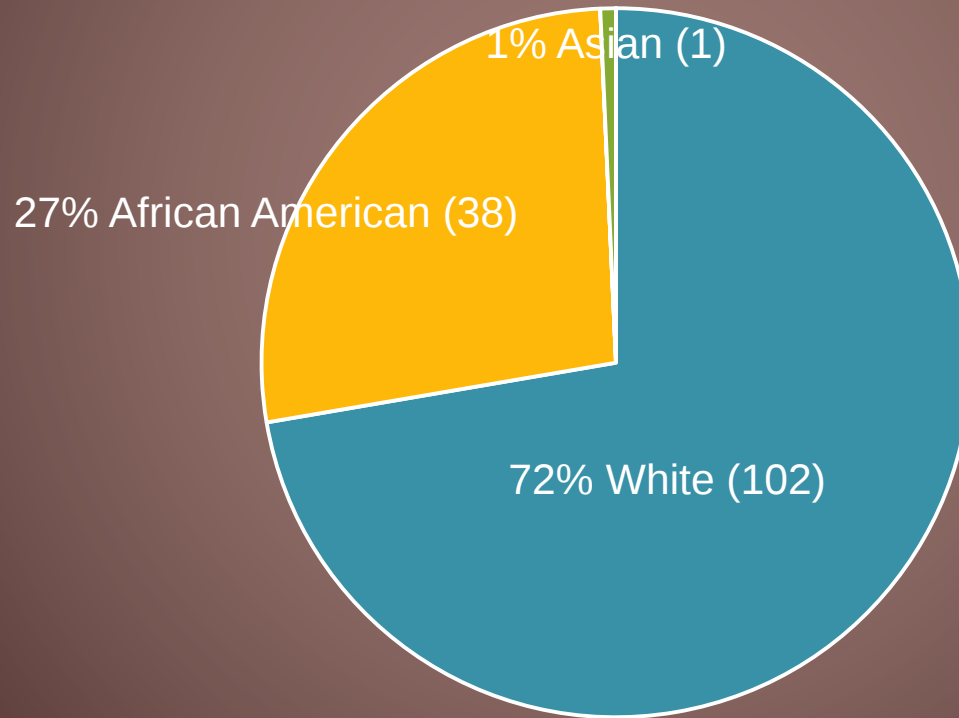
Teacher New Hires 2014

522 Total Teacher New Hires 2014

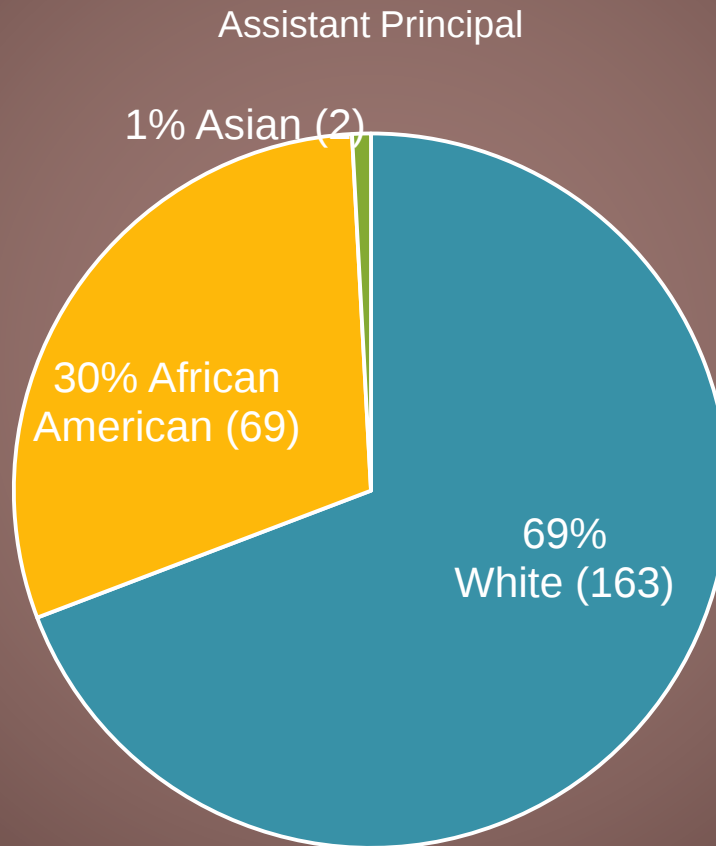


Principal Demographics

Principal Demographics

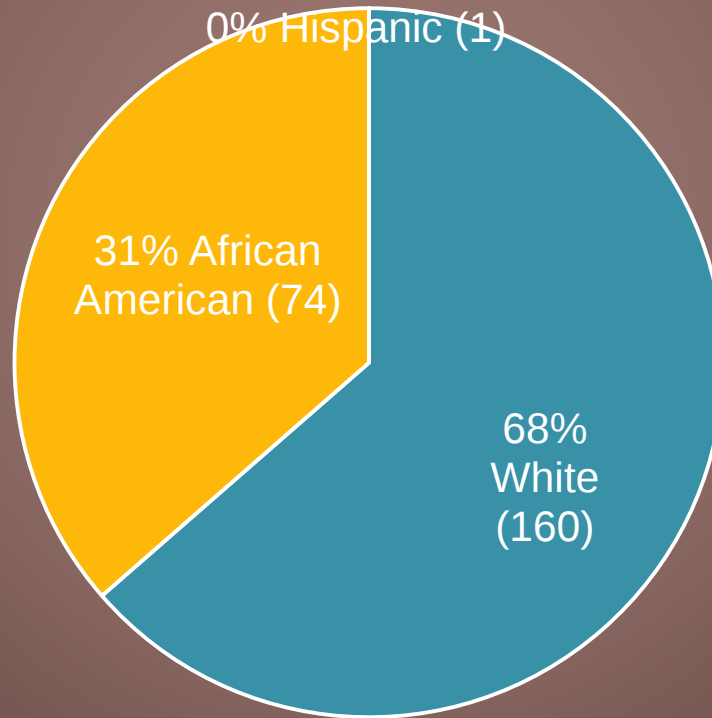


Assistant Principal Demographics



Counselor Demographics

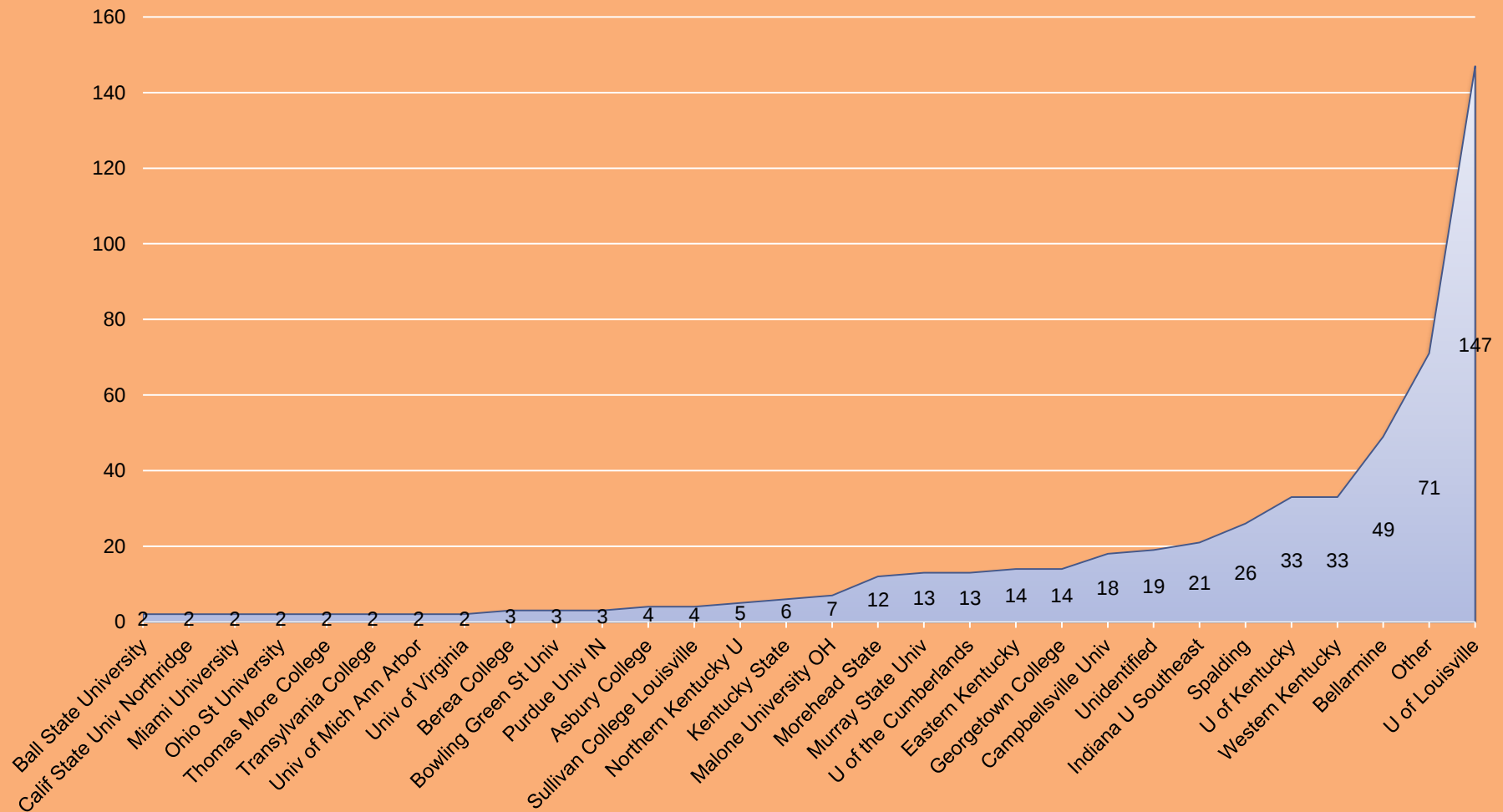
Counselor



2013-14

535 Teacher New Hires

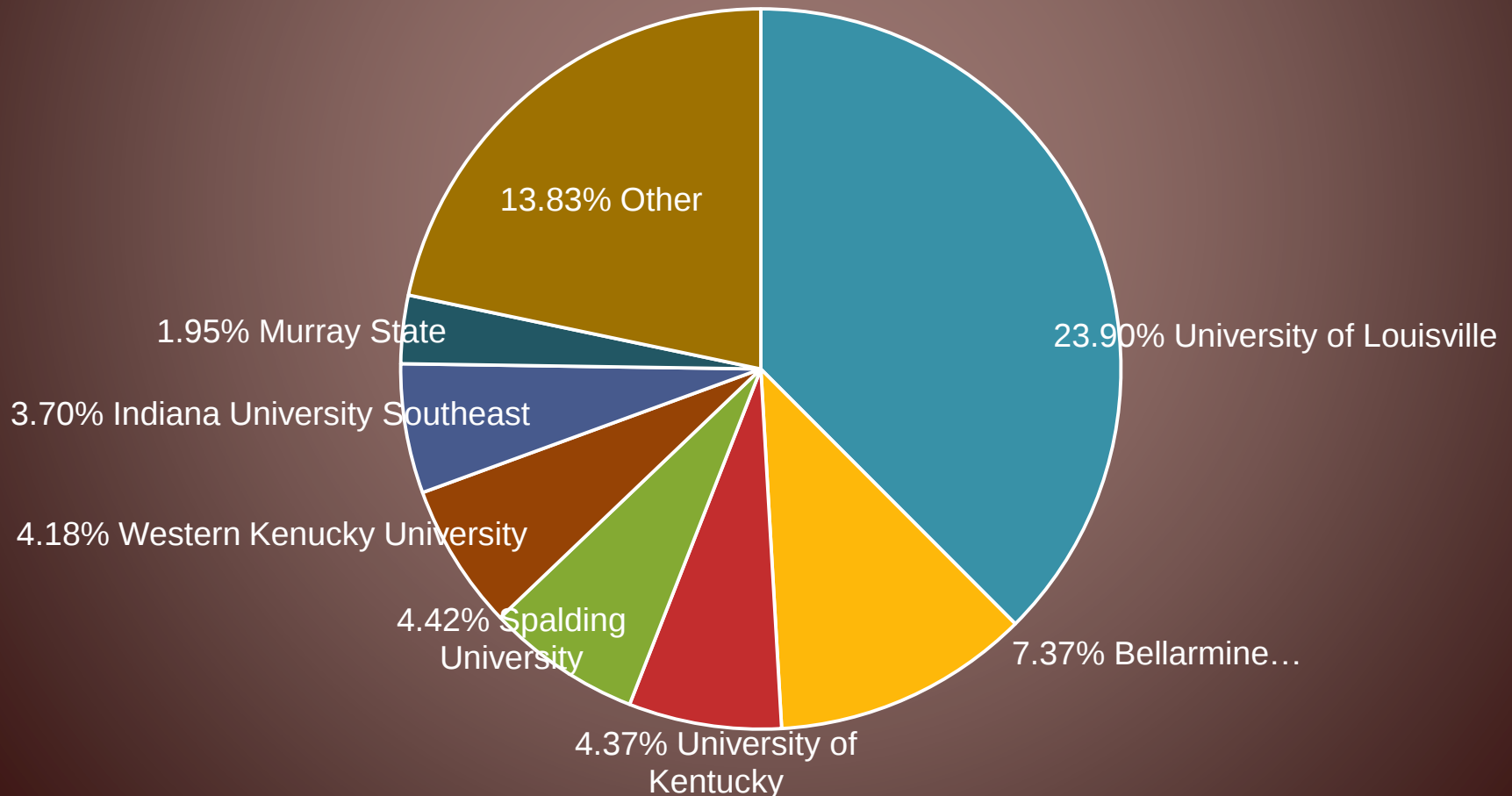
2013-14 Teacher New Hires by College/University



Teacher New Hires

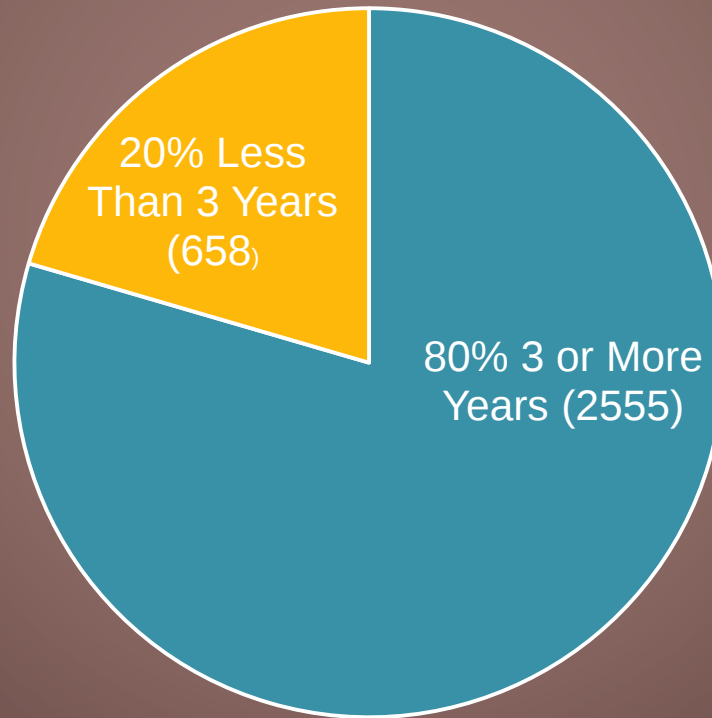
College/University Attendance

2010 - 2013 Teacher New Hires



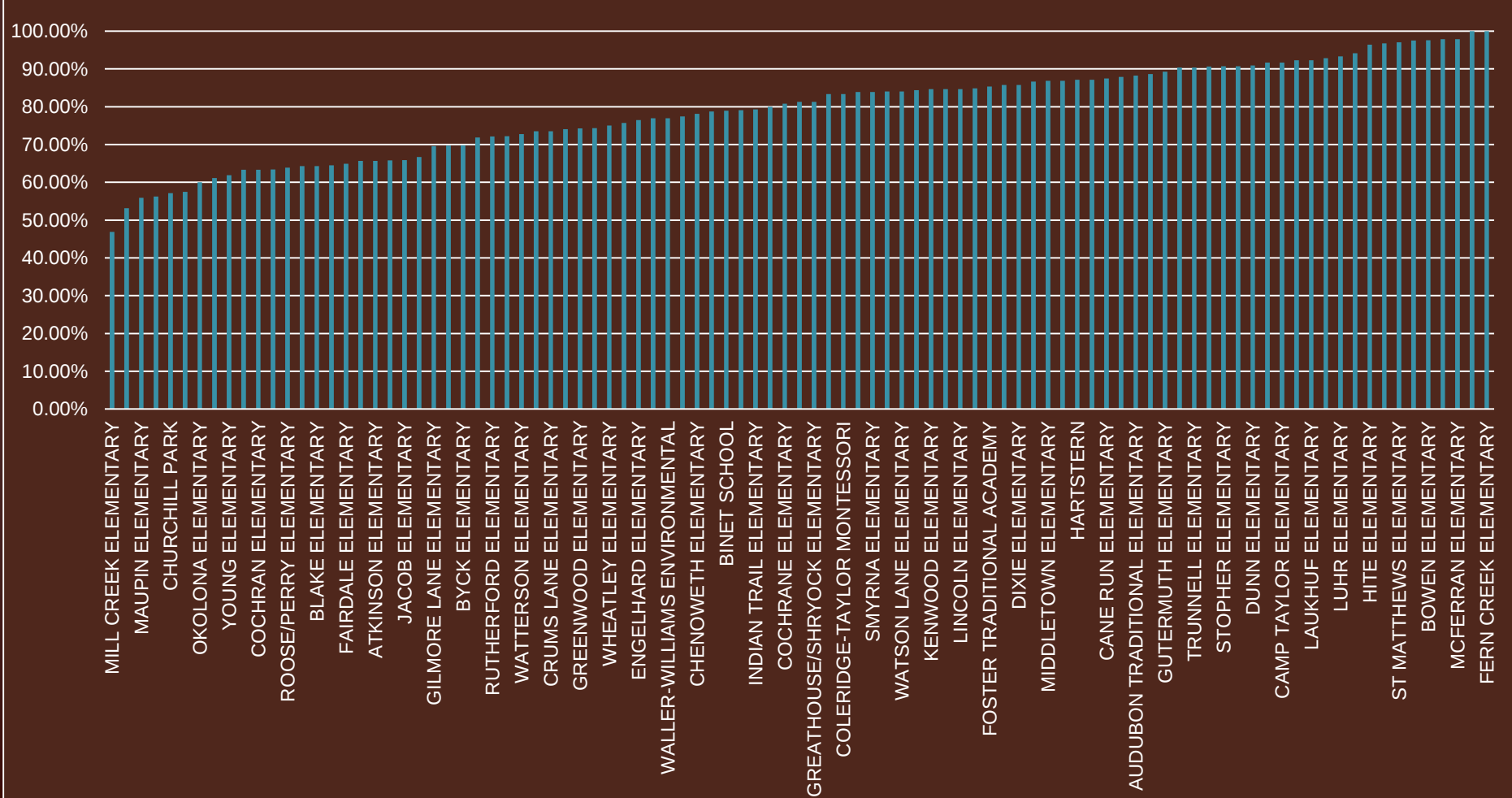
Elementary Schools

Teacher Experience



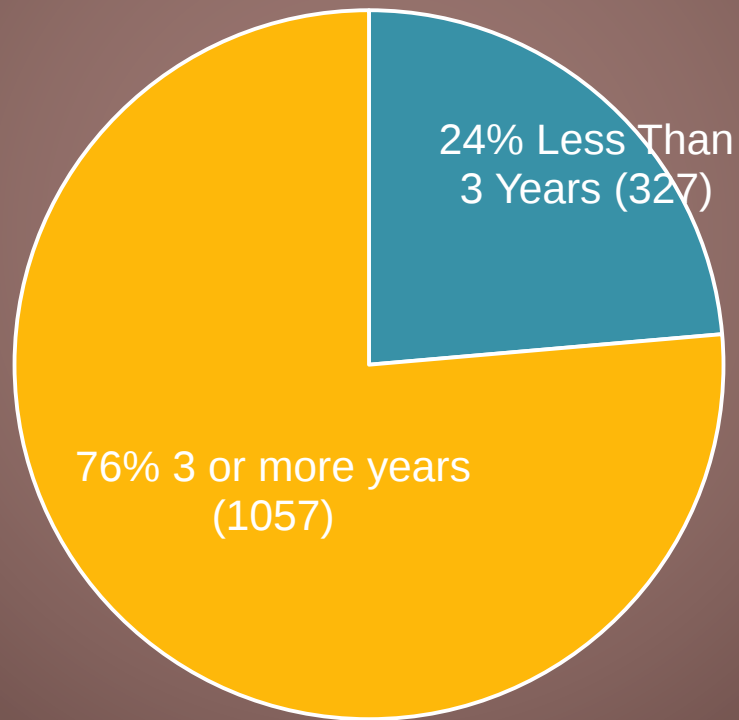
2014-15 Elementary Teachers

Percentages of Teachers With 3 Years of Experience or More



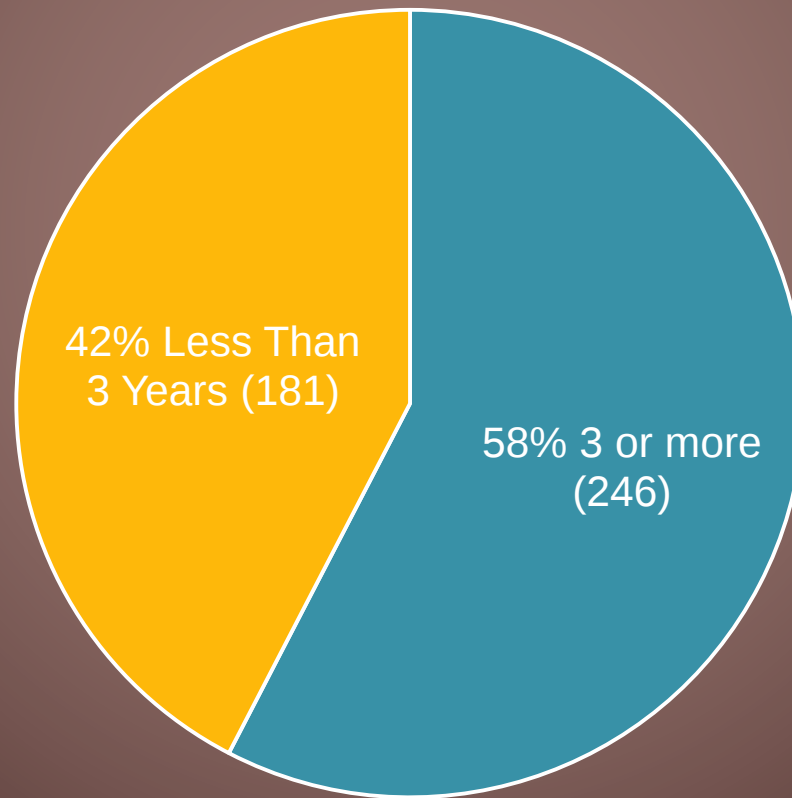
Middle Schools

Teacher Experience



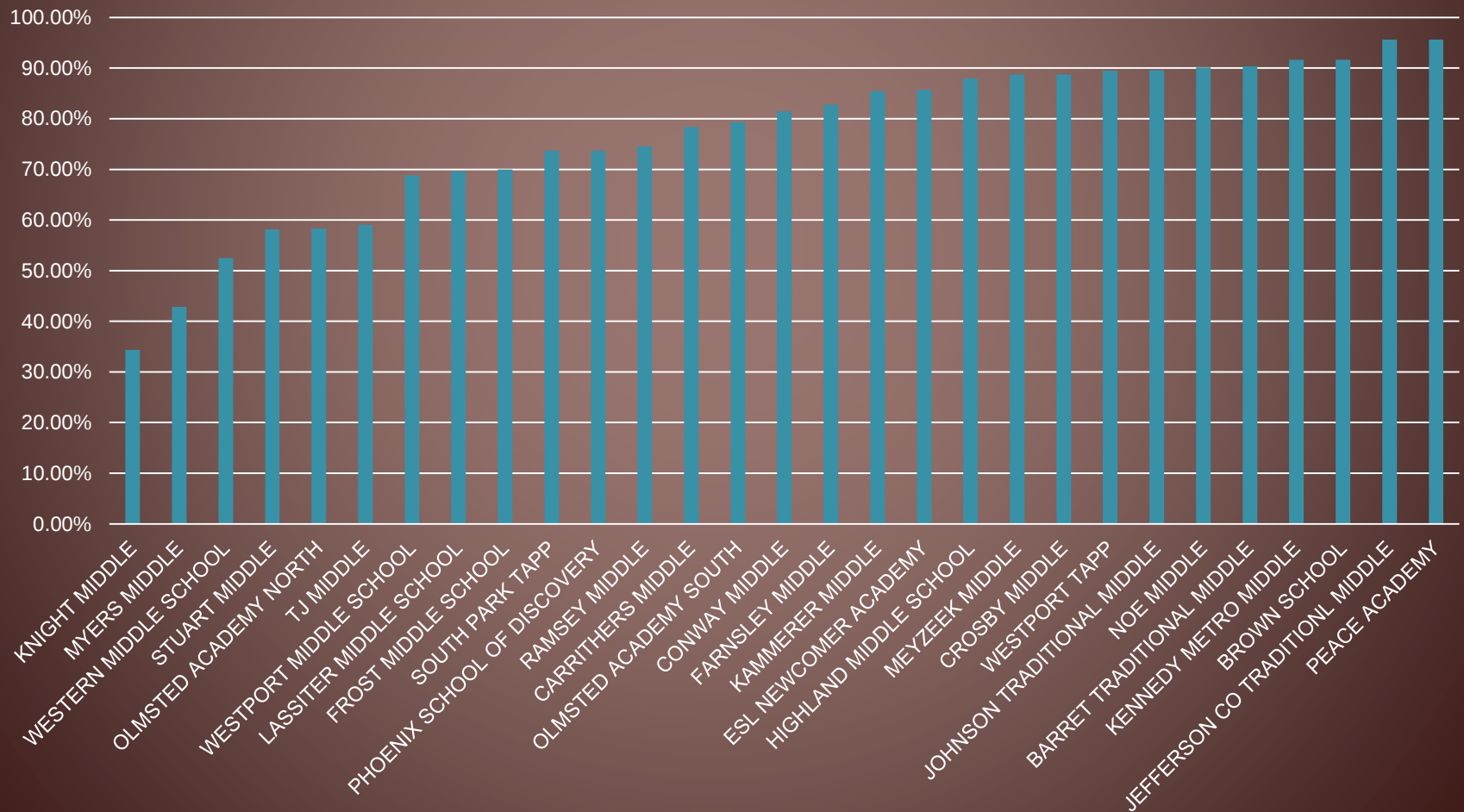
Priority Middle Schools

Teacher Experience



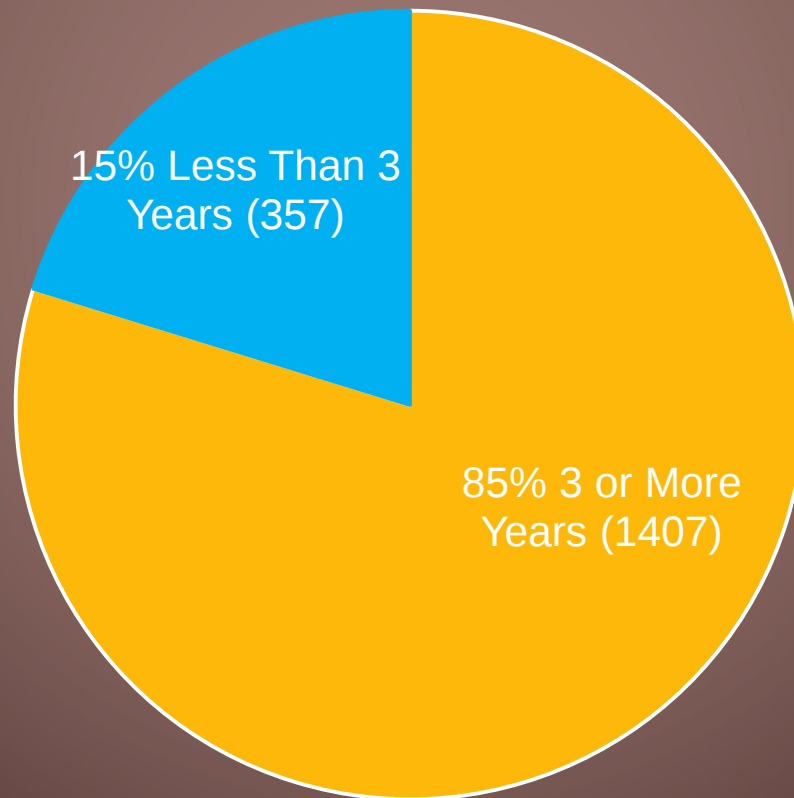
2014-15 Middle School Teachers

Percentages of Teachers with 3 Years of Experience or More



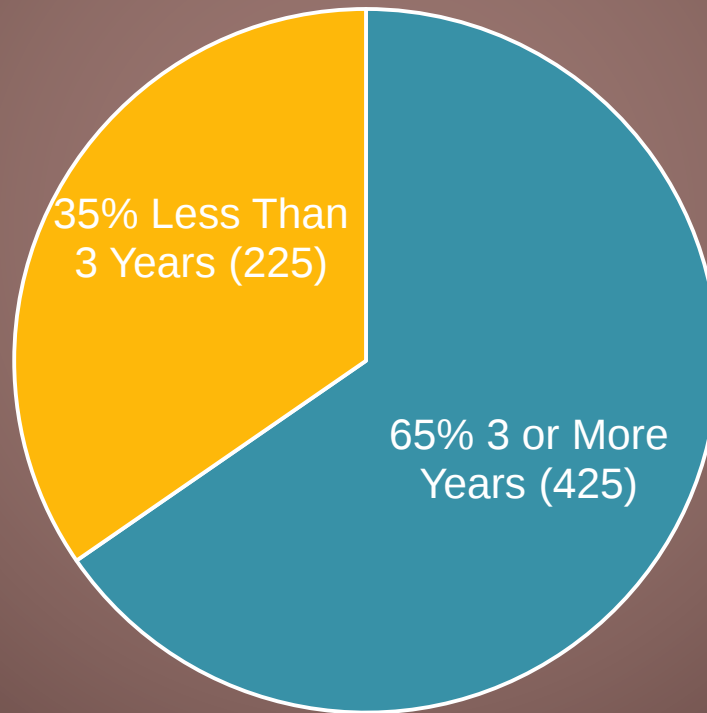
High Schools

Teacher Experience



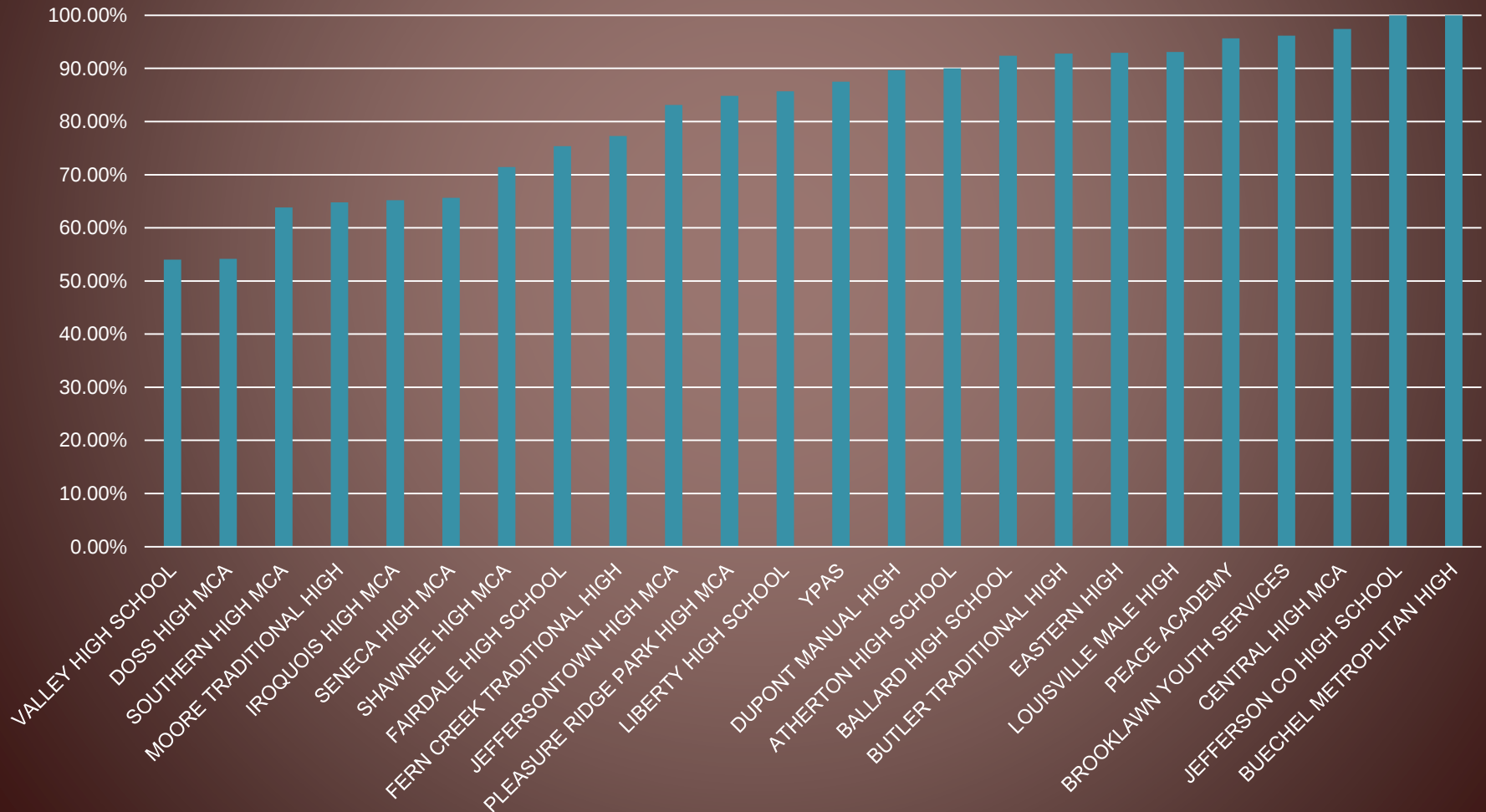
Priority Schools

Teacher Experience

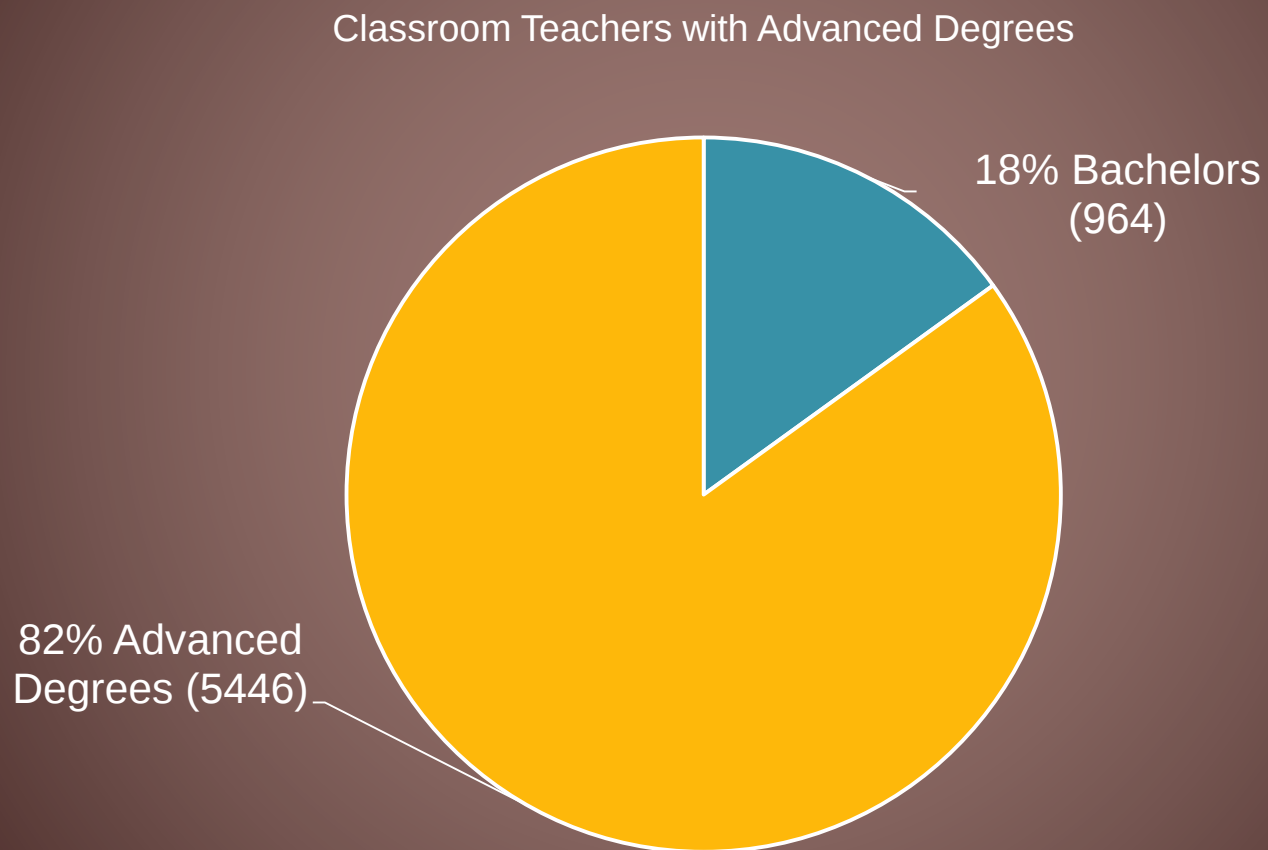


2014-15 High School Teachers

Percentages of Teachers With 3 Years or More Experience

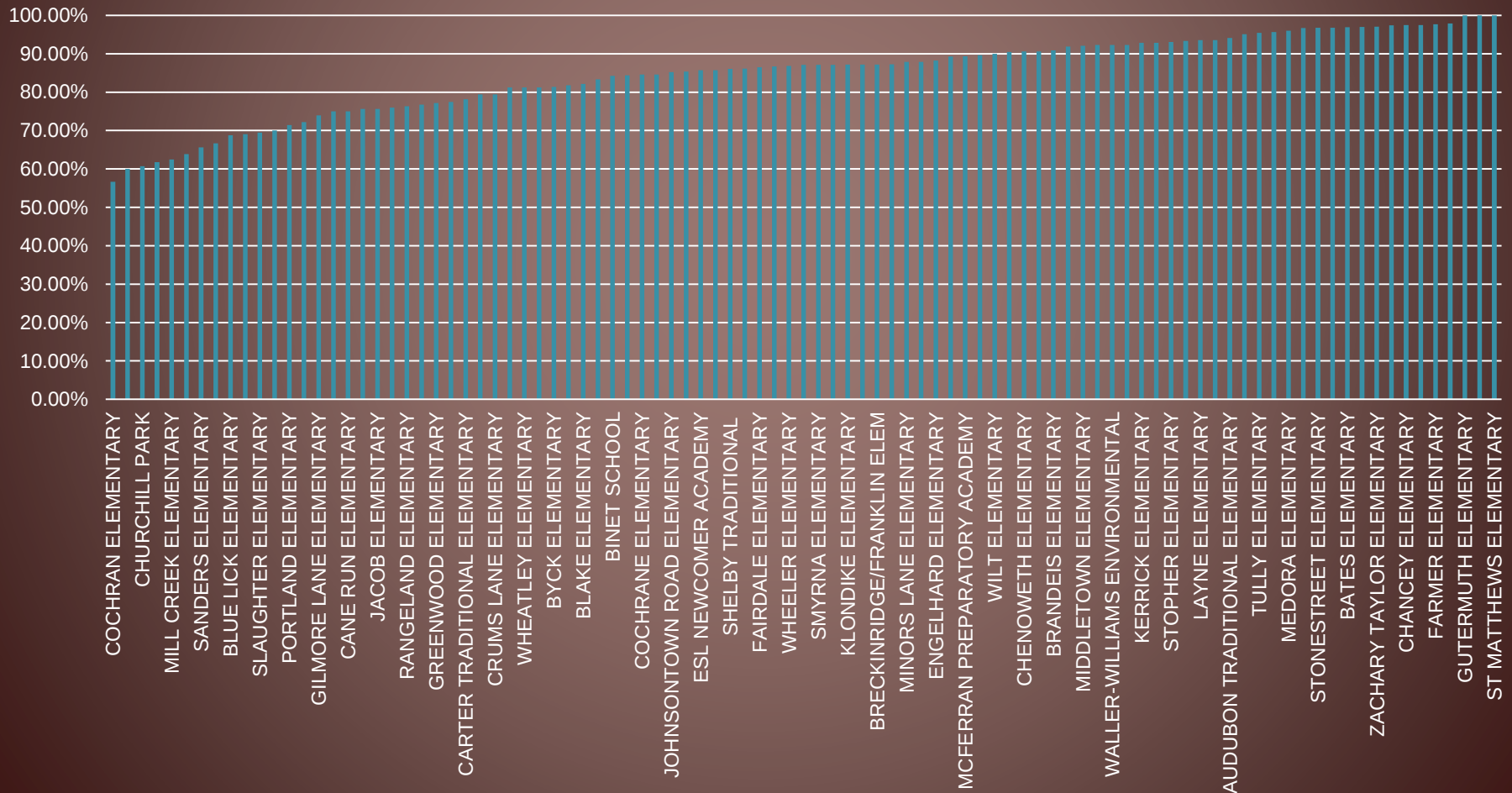


Classroom Teachers with Advanced Degrees



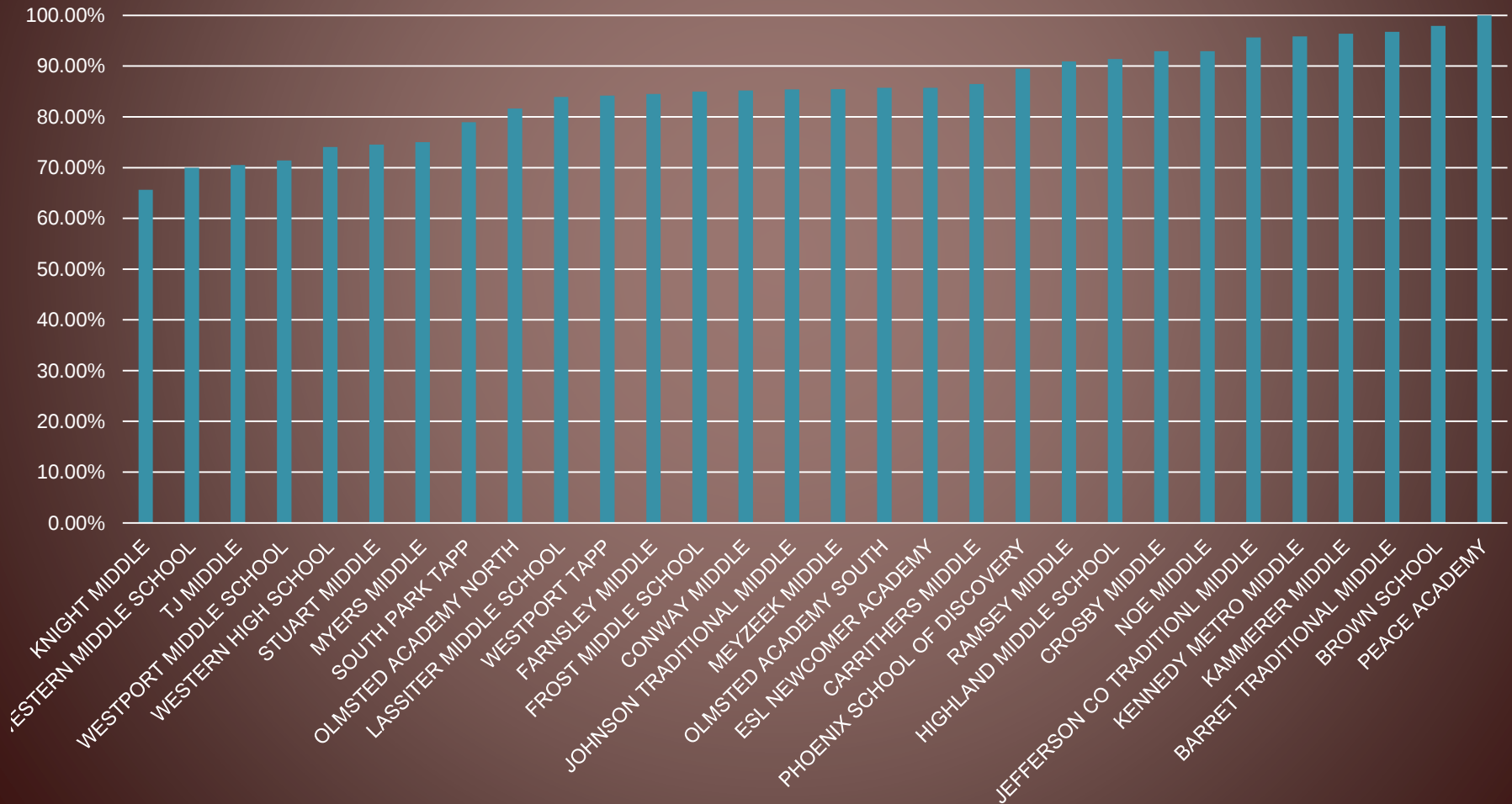
2014-15 Elementary Teachers

Percentages of Teachers with Degrees Above a Bachelor's Degree



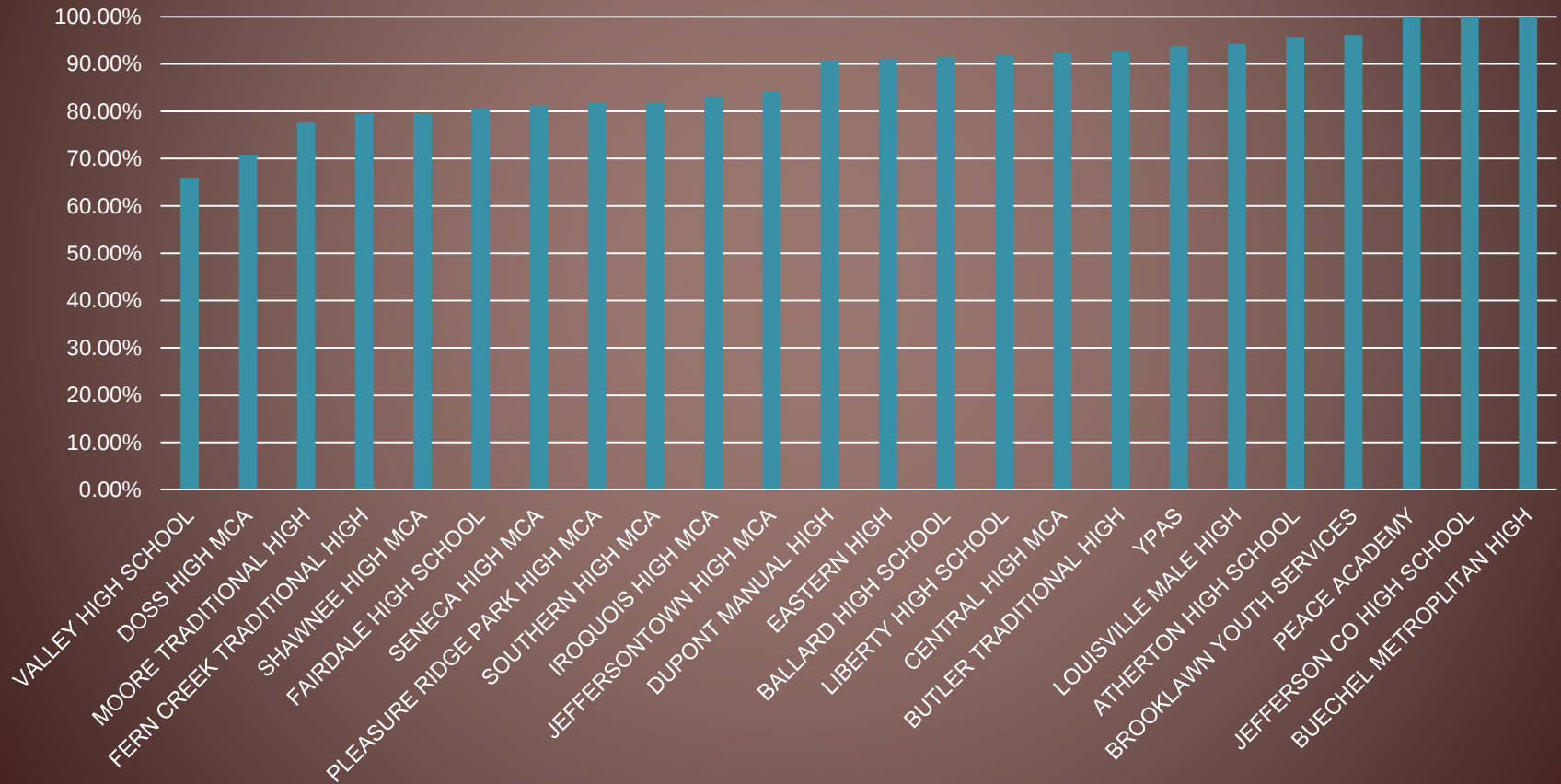
2014-15 Middle School Teachers

Percentages of Teachers with Degrees Above Bachelor's Degree



2014-15 High School Teachers

Percentages of Teachers with Degrees Over Bachelor's Degree



National Board Certified Teachers

For the 2014-15 School year, JCPS has 308
National Board Certified Teachers.

Approximately 5 percent of the teaching
staff.

Ranking 36th Nationally

Concerns

Year Round Retirement
Baby Boomer Retirement
The “Vacancy Gap”
We don’t hire teachers
High Needs Areas
Minority Recruitment
Substitutes

Strategies

Seamless HR Software
Strategic HR Reorganization
Contract Readiness
Social Media
Targeted Recruitment