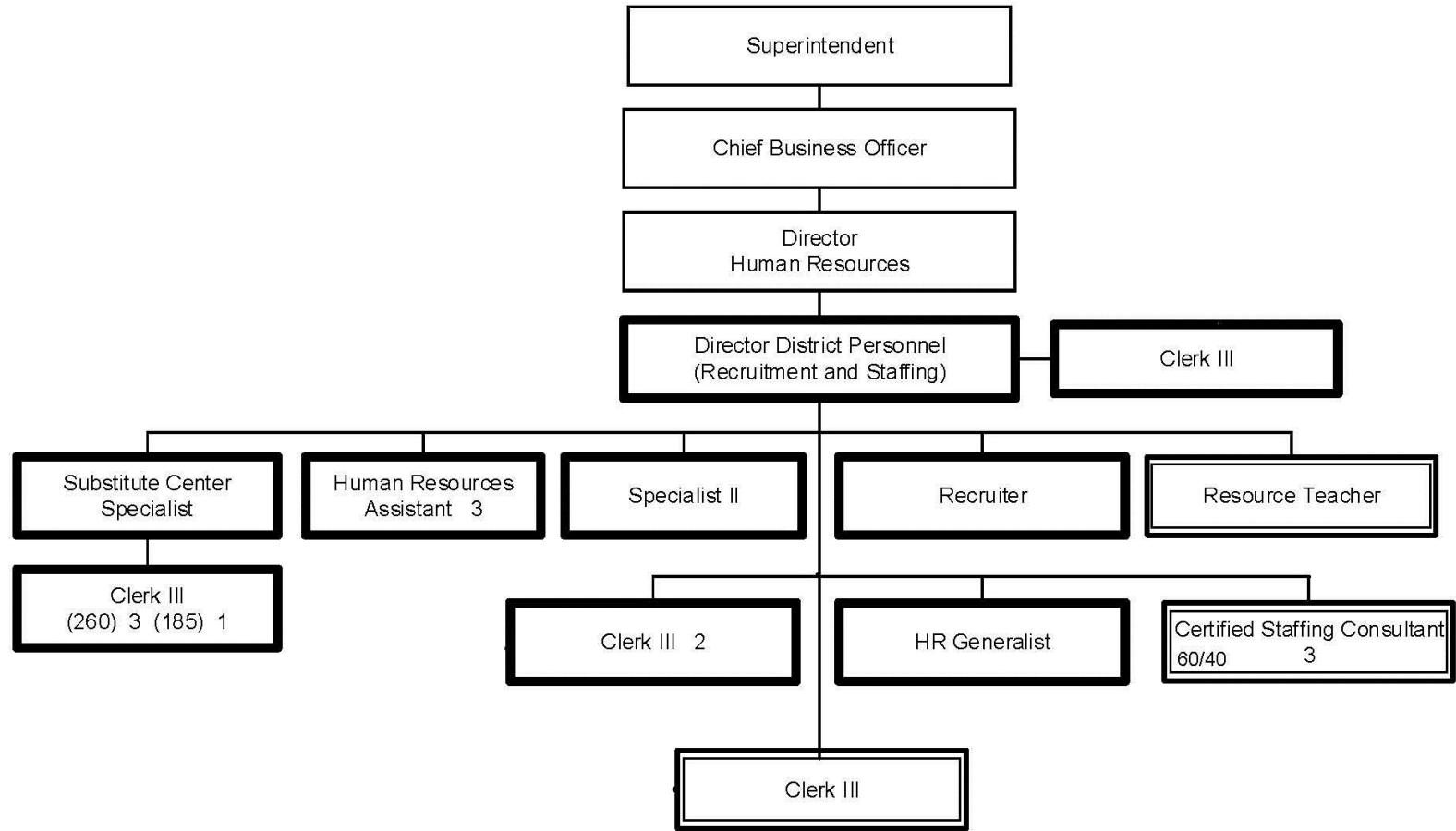




Recruitment & Staffing

Teacher Hiring Update

Vision 2020 Focus Area: Improving Infrastructure and Integrating Systems



Challenges

- Competitive Market (Districts & Industry)
- Decreasing candidate pool (nationally and regionally)
- Negative Publicity
- Communication with Candidates
- Visibility and Accessibility of HR Support

VISION 2020

EXCELLENCE With EQUITY

Strategy 3.1.3 Develop and implement a responsive, time-sensitive educator recruitment and placement process in order to: identify, hire, and assign teachers and administrators with the capacities, skills, and dispositions necessary for effective teaching and learning; target recruitment to fill high need positions; identify and hire a diverse workforce; and place and retain teachers in schools, taking into account student needs.

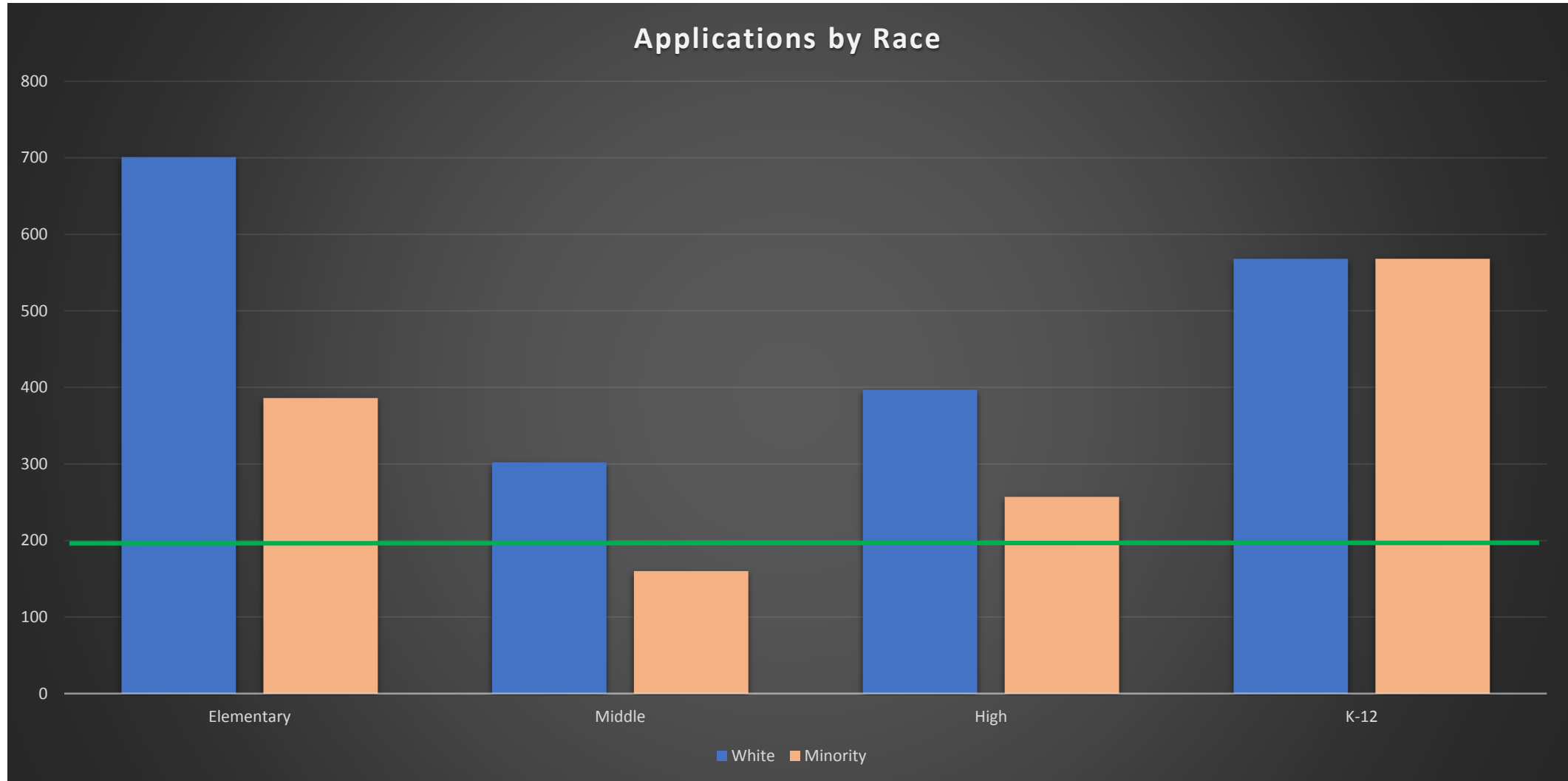
Human Resources Targets

- **Human Resources:** Increase the percentage of highly qualified and effective school and district educators who meet the diverse needs of students
- **Human Resources:** Maintain a pool of qualified teacher applicants who are racial and/or ethnic minorities at or above 200 by 2020
- **Teacher Hiring:** Increase the percentage of qualified teacher applicants who are racial and/or ethnic minorities from 15.9 percent in 2015 to 25.0 percent in 2020

Highly Qualified Definition - Update

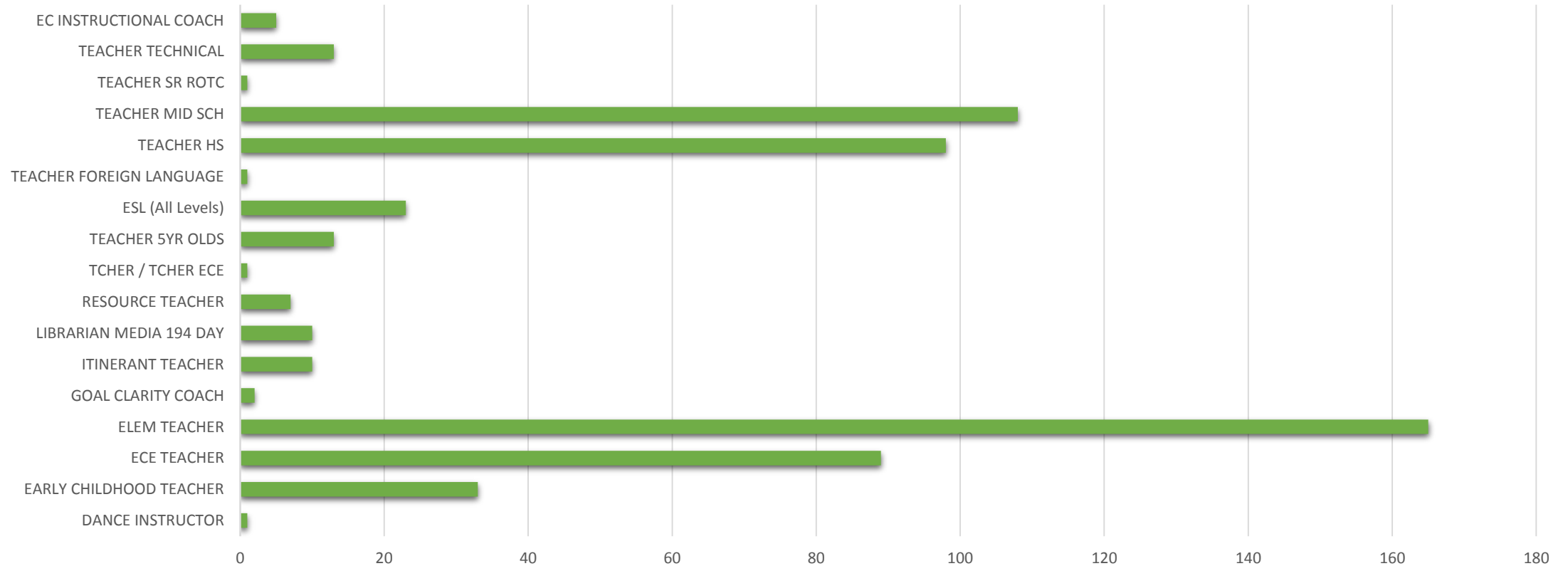
In the 2016-17 school year, the *Highly Qualified* requirement for teachers was phased out as a result of the passage of the Every Student Succeeds Act (ESSA). Kentucky defines a qualified teacher as one who holds the appropriate certification for the position unless the superintendent of the employing district has documented evidence that the teacher is unsuitable for appointment. Effective July 1, 2016 teachers must meet state licensure requirements for content and student population areas. This is currently monitored through the LEAD report.

2016-17 Teacher Applicant Pool

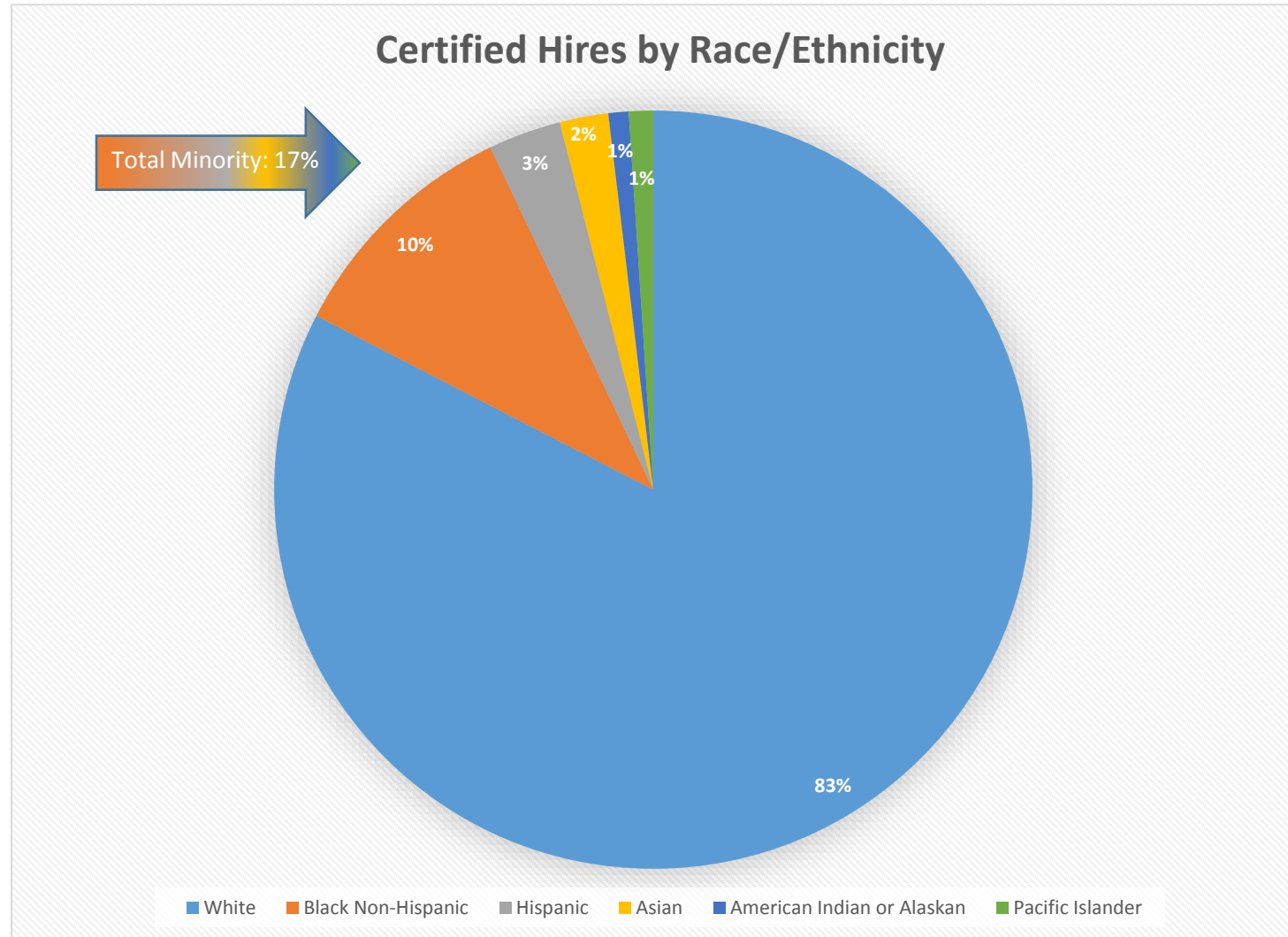


Teacher Hiring

Certified Hires by Category



Teacher Hiring



Supporting School-based Hiring

- School Staffing Data Analysis
 - Diversification plan
 - Differentiated support based on plan
- Job Posting Data Collection & Analysis
 - New KDE reporting – Effective January 1, 2017
 - New Job posting strategy

Using Singleton as a target:

- No less than 15% minority teachers
- No greater than 85% minority teachers

Elementary School District Totals

STUDENT DATA

	ENROLLMENT 10/1/2014	WHITE	ETHNICITY % A. AMERICAN	HISPANIC	OTHER	% FREE/REDUCED LUNCH	MOBILITY INDEX	STABILITY INDEX	% MARKET SHARE
2014 - 2015	45,818	46.2	35.1	10.3	8.4	66.8	Current Year NA	Current Year NA	Current Year NA
2013 - 2014	45,310	47.1	35.4	9.7	7.8	67.8	9.0	85.2	81.8
2012 - 2013	48,474	47.0	36.8	9.1	7.2	67.0	7.9	84.1	83.2

PROFESSIONAL STAFF DATA

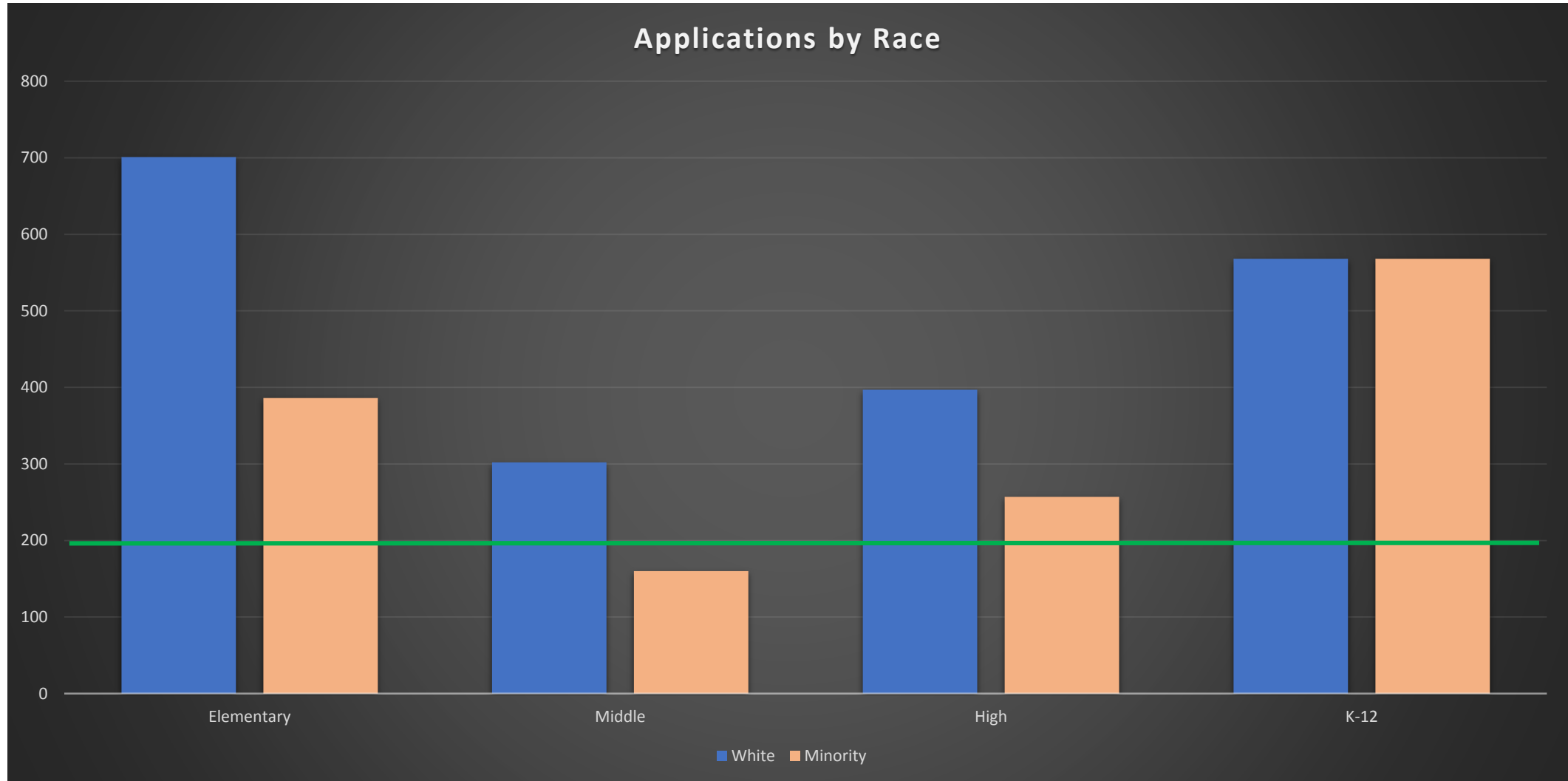
* Data not yet available from KDE

2014 - 2015 PROFESSIONAL STAFF	American Indian Alaskan Native		Asian or Pacific Islander		African American		Hispanic		White		Other		TOTAL	Teaching Staff Degrees 2014 - 2015	% Teacher Attendance 2013 - 2014	% Teacher Retention 2014 - 2015
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE				
Principal/Assistant Principal	-	-	-	1	16	37	1	-	39	79	-	-	173	Doctorate 35		
Guidance Counselor/Deans	-	-	-	-	2	28	-	-	10	56	-	-	96	Master's +30 1,150		
Full-time Teachers	-	1	2	17	54	378	5	18	244	2,116	-	-	2,835	Master's +15 189		
Part-time Teachers	-	-	-	-	-	4	-	1	2	58	-	-	65	Master's 1,514	95.3	89.8
Librarian/Media Specialist	-	-	-	-	-	3	-	-	5	80	-	-	88	Bachelor's +15 117		
Other Professional Staff	-	-	-	-	1	12	-	-	3	78	-	-	94	Bachelor's 345		
TOTAL	-	1	2	18	73	462	6	19	303	2,467	-	-	3,351	Emergency BA 1		
Total (Percent Rounded)	0%	0%	0%	1%	2%	14%	0%	1%	9%	74%	0%	0%		Total 3,351		

Enhancing the Teacher Pipeline: Recruitment

- Improved Talent Identification
 - Teacher Urban Fit Survey - Applitrack
- Strategic Recruitment
 - Marketing (strategic social media, print materials, and press releases)
 - Pre-Job Fair relationship building
 - District Visits
- Experienced Teachers & Retirees
 - New Incentives (effective September 2016)
- Grow Our Own – Career Pathways for employees
 - Classified Employee Tuition Assistance
 - Career Pathway Professional Development
- Industry –
 - Non-College of Ed Graduates

2016-17 Teacher Applicant Pool



Puerto Rico Recruitment: Partnership with Metro Louisville

23,000 hits on social
media and digital news

Jose L Alfaro @jalfa01 · Jan 11

JCPS and the Office For Globalization are looking for teachers in Puerto Rico to move to Louisville.

Reclutan maestros boricuas para Kentucky
Ofrecen salarios competitivos que van desde \$ 42,069 a \$81,371, dependiendo de la experiencia y el nivel de educación.
metro.pr

Jose L Alfaro @jalfa01 · Jan 11

Reclutan maestros boricuas para Kentucky - Publimetro

Translate from Spanish

Reclutan maestros boricuas para Kentucky
Ofrecen salarios competitivos que van desde \$ 42,069 a \$81,371, dependiendo de la experiencia y el nivel de educación.
metro.pr

Jose L Alfaro @jalfa01 · Jan 7

If you are interested please send me an email at
jose.alfaro@jefferson.kyschools.us. I will be glad to answer your questions. Apply today

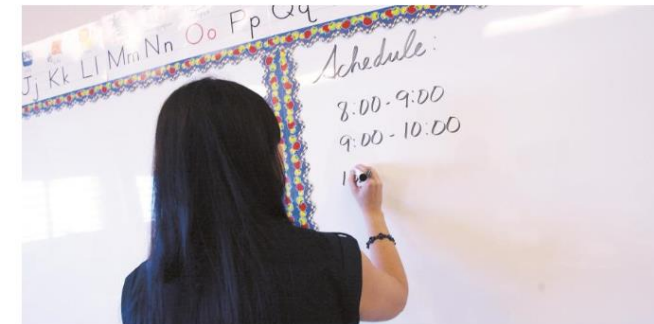
ECONOMÍA

Condado en Kentucky quiere maestros boricuas

Los interesados pueden solicitar su plaza a través de la web

jueves, 12 de enero de 2017 - 12:00 AM

Por ELNUEVODIA.COM



Las convocatorias del Condado de Jefferson, en Louisville, Kentucky, van dirigidas a las materias de STEM e inglés. (GFR Media)

En momentos en que se discute un estatuto que promete una contundente reforma laboral en Puerto Rico, el Condado de Jefferson, en Louisville, Kentucky, le hace un guiño al magisterio boricua con el anuncio de que tienen plazas vacantes para maestros de todas las materias y \$4,000 en asistencia para relocalizar a los candidatos

PARTICIPA Y GANA

clasificados pr



John Marshall Ed.D.
@jdm1906

Following

Left w/4. Coming back w/10. Welcoming 6 new conditionally hired student teachers from @HowardU ! @JCPSSuper @JCPSKY @SylenaRenee #WeAreJCPS



RETWEETS
21

LIKES
64



JCPS Human Resources
@HR_jcps

Following

Great ideas for recruitment and retention of new hires from @JCPSKY #HBCU alum! @smlatt @AnthonyMoore60 @JCPSSuper

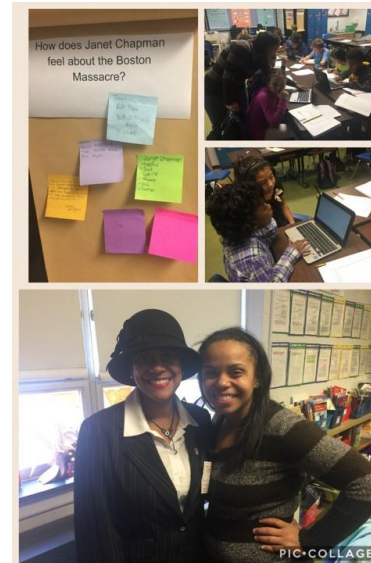


RETWEETS
9

LIKES
5



7:28 PM - 8 Feb 2016



Anetria McGhee
@abrown12

@HowardU ed majors learning about opportunities in @JCPSKY from @WhitneyYoungES teacher and alum Melanie Page.



RETWEET
1

LIKES
2

1:30 PM - 24 Mar 2016

