



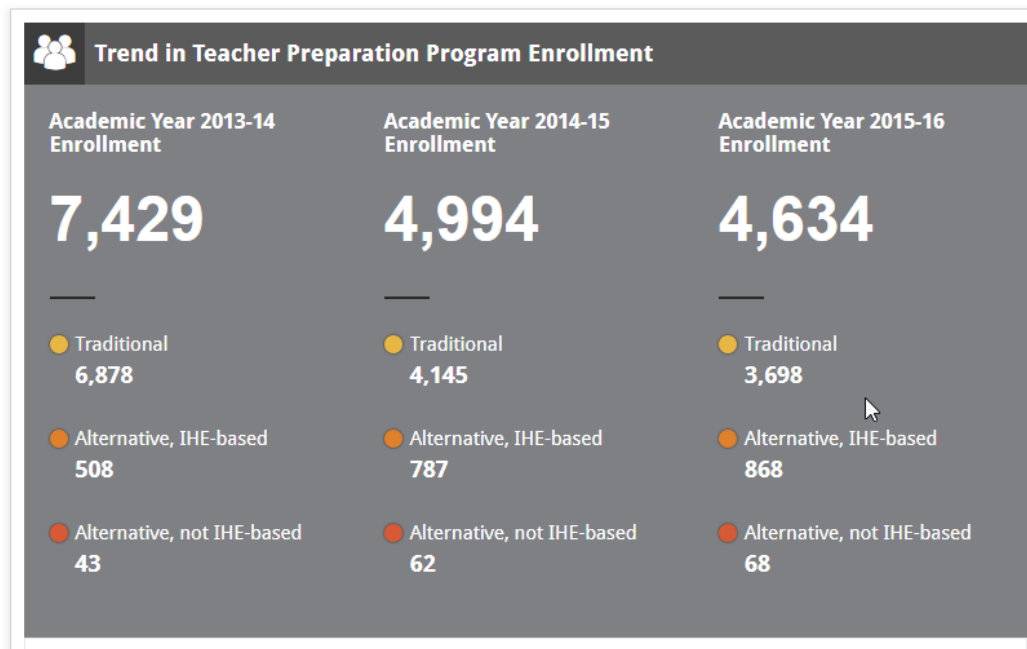
JCPS Human Resources Personnel Services

Recruitment and Staffing Goal: We recruit, staff, and support our administrator, certified, classified, and substitute applicants, employees, and their supervisors.

Context for Teacher Recruitment

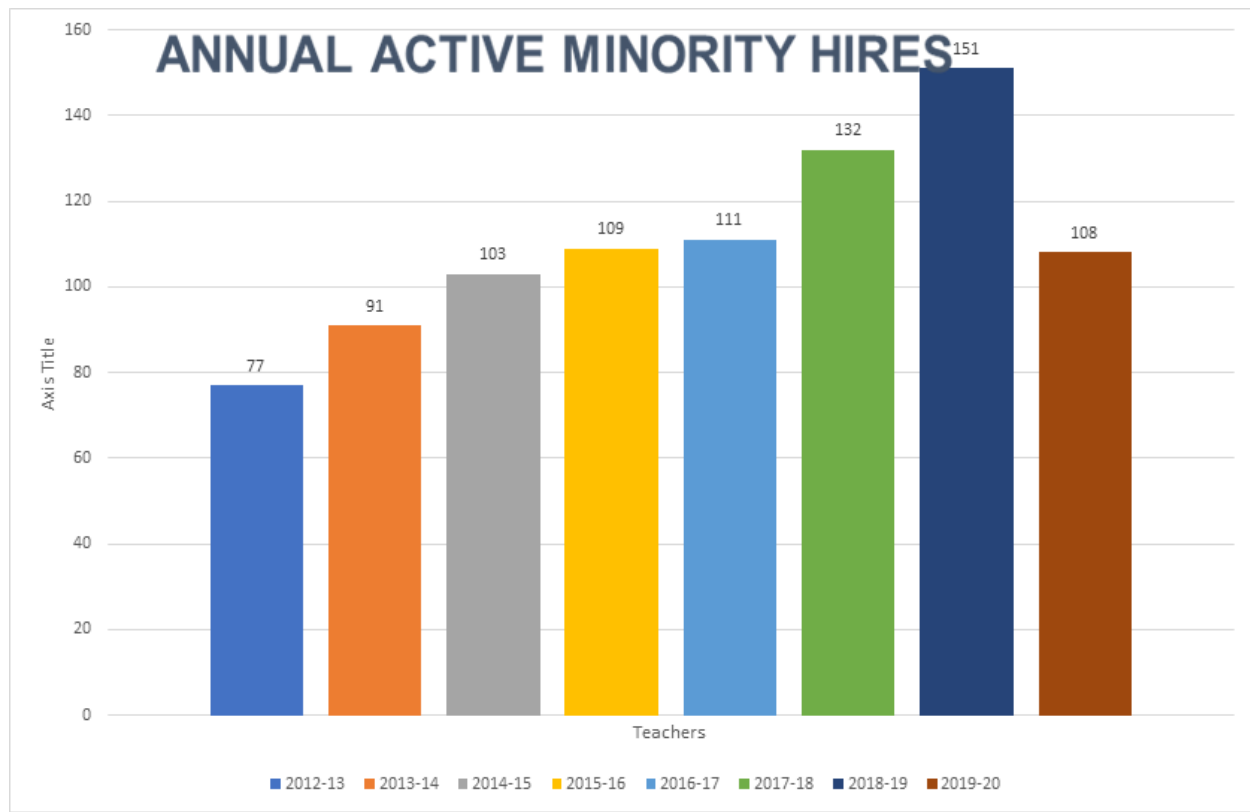
State Enrollment Information

The count of individuals enrolled includes all individuals that have been admitted to a teacher preparation program, but have not yet completed the program in the academic year being reported.



JCPS – In The Numbers

2018-2019 School Year - Nearly 700 teachers were hired (271 in positions at high needs schools)



Objectives & Strategies:

- Attract and retain a diverse and high-quality staff through creative and innovative partnerships
- Utilize regional partnerships and resources to attract dual-career couples.
- Recruit in colleges and universities for non-education majors and support the pursuit of alternative routes to certification.
- Attract and retain a diverse and high-quality staff.
- Establish creative clinical partnerships with universities - develop and support exchanges with local universities and HBCUs.
- Review policies and procedures to determine any disparate impacts.
- Provide opportunities for career exploration and advancement starting in middle school and continuing throughout employees' careers.
- Provide ongoing opportunities to share information regarding pathways to certified careers. JCPS Racial Educational Equity Plan 2018-2020
- Provide financial and instructional support for non-certified employees to pursue teacher certification.
- Strengthen teacher pipeline through continued development of the Teacher Career Pathway available to our high school students with recruitment and support starting in

middle school and continuing through college, with intentional efforts to encourage and mentor minority students to consider teaching as a profession.

- Continue and strengthen work to identify, recruit, support and see through to completion, promising teacher leaders to pursue school and district leadership roles, with a focus on increasing minority representation in JCPS leadership.
- Support schools' efforts to impact staff diversity through training and technical assistance.

How Will We Measure Staffing & Classroom Diversity?

- 2% increase in teachers of color (from 16% in 2018 to 18% in 2020) - 128 more
- 5% increase in administrators of color (from 31% in 2018 to 36% in 2020) - 31 more administrators
- 400 SBDM members trained in hiring practices to increase staff diversity annually
- 6% decrease attrition rate of teachers of color (from 16% in 2018 to 10% in 2020) - 50 more teachers will remain in JCPS
- 2020 Recruitment Plan
- Resources to recruit creatively – Innovate (PR, USVI)
- Broaden HBCU outreach to include pre-service
- Growing our Own from other employee groups
- Encouraging our Own Students – Apprenticeship
- Using our Retirees
- Simmons Partnership
- Louisville Teacher Residency