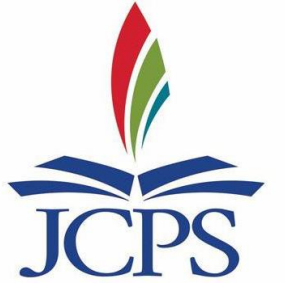


2022 Update on Teacher Retention, Recruitment, & Shortages

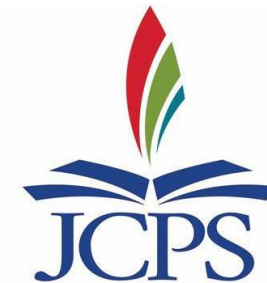


Classified Critical Shortages:

**Transportation
Housekeeping
Nutrition Services
Instructional Assistants
IT**

Addressing the Challenges:

- **Compensation Analyses**
- **Creative Recruitment Strategies**
- **Collaborative Staffing Processes**
- **Working Conditions Market Reviews**



EARLY CHILDHOOD JOB FAIRS

ON-THE-SPOT INTERVIEWS | Come to our Early Childhood Job Fairs to learn about open positions, complete your application and be eligible for an on-the-spot interview!

- **Tuesday, July 19, from 1-4 p.m.** at the Newburg Louisville Free Public Library, 4800 Exeter Avenue, Louisville, KY 40218
- **Wednesday, August 3, from 12-4 p.m.** at the Bon Air Louisville Free Public Library, 2816 Del Rio Place, Louisville, KY 40220

Join our team and shape our city's future one child at a time!



**Internal and external
targeted text and
email messaging to
potential applicants!**

JCPS BUS DRIVER BLITZ

- **When:** Monday, July 25th from 9 a.m. to 2 p.m.
- **Where:** C. B. Young Service Center at 3001 Crittenden Drive



News

The Philadelphia

Pa.'s teacher shortage
how the state plan
educators by 2

EDUCATION

Teacher shortage
2023 sch

TEACHING & CLASSROOM

E TEXA

MSCS reports over 200 teacher vacancies three weeks before school
starts

By Samantha West | Jul 20, 2022, 1:04pm EDT

Rural Texas districts struggling to attract teachers
are switching to four-day school weeks

School Districts Continue to
Face Teacher Shortages

There's
sands of



REPORTS

FLORIDA

BUSINESS

SUPPORT

ABOUT US

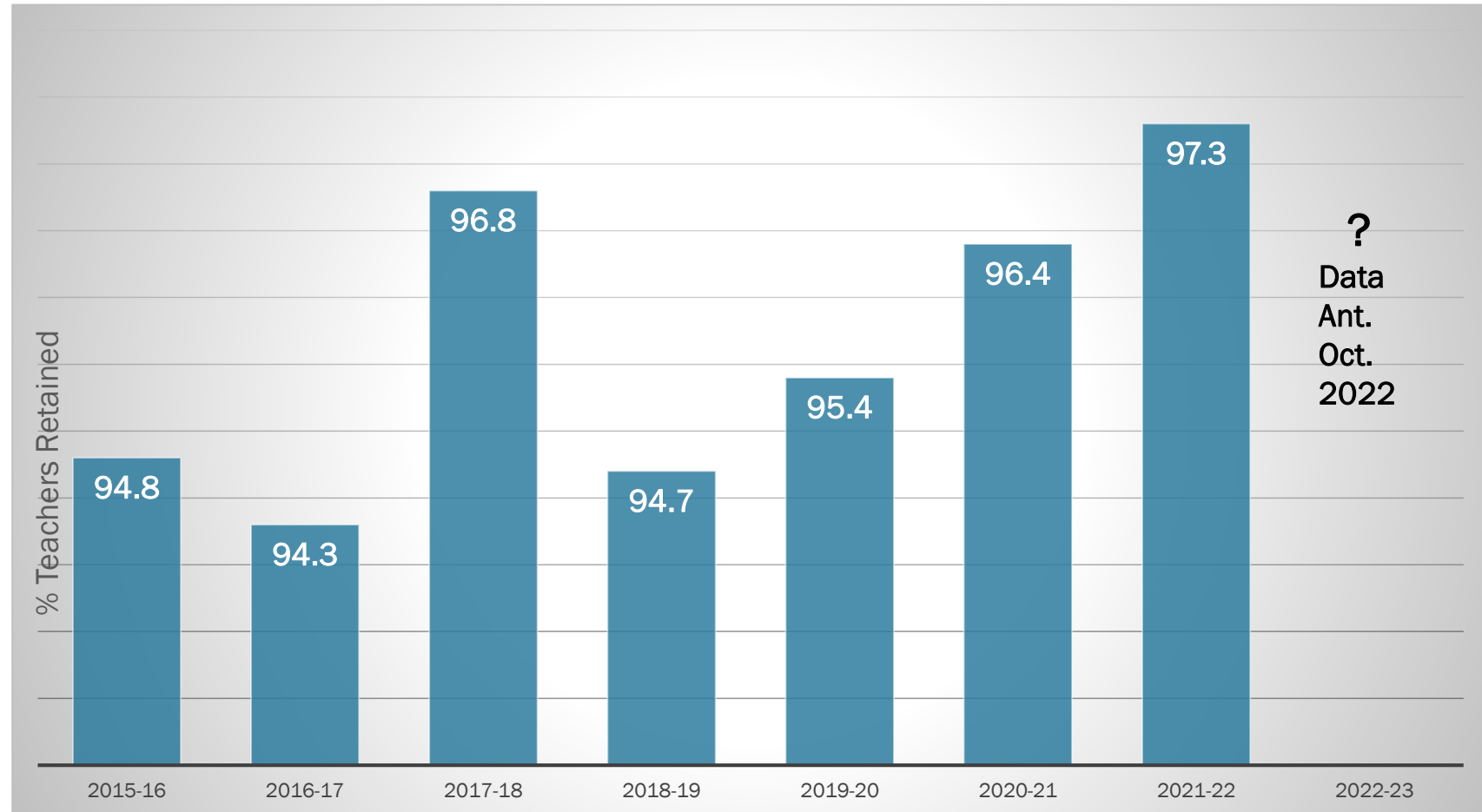
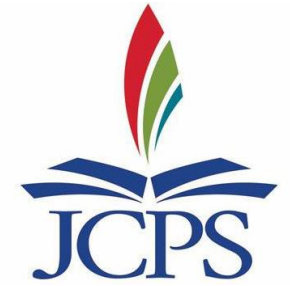
SUBSCRIBE



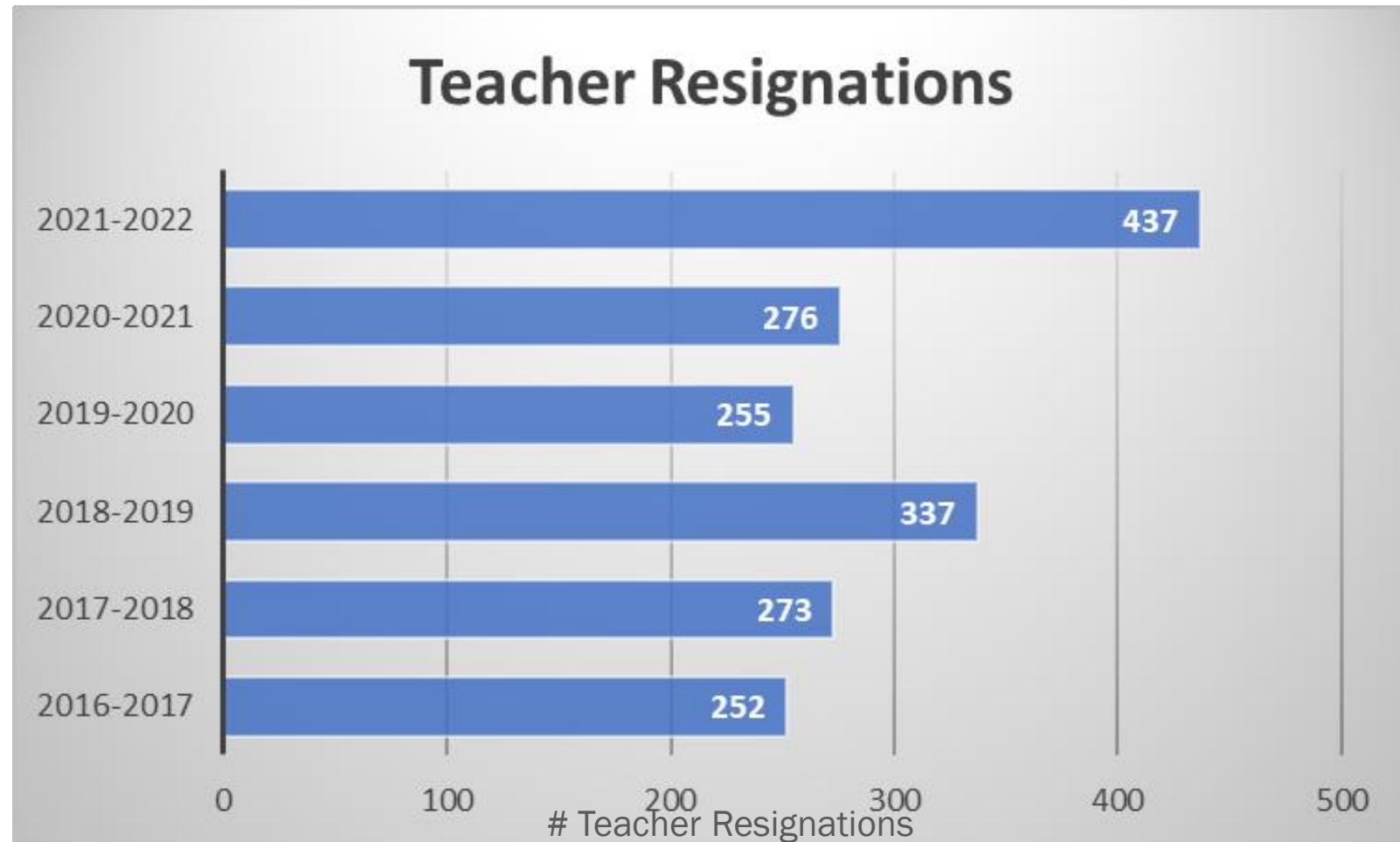
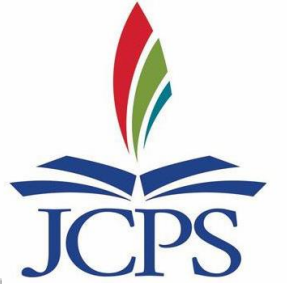
Red Hills Academy
A Public Educational Choice

JCPS Teacher Retention Percentage Trend Data

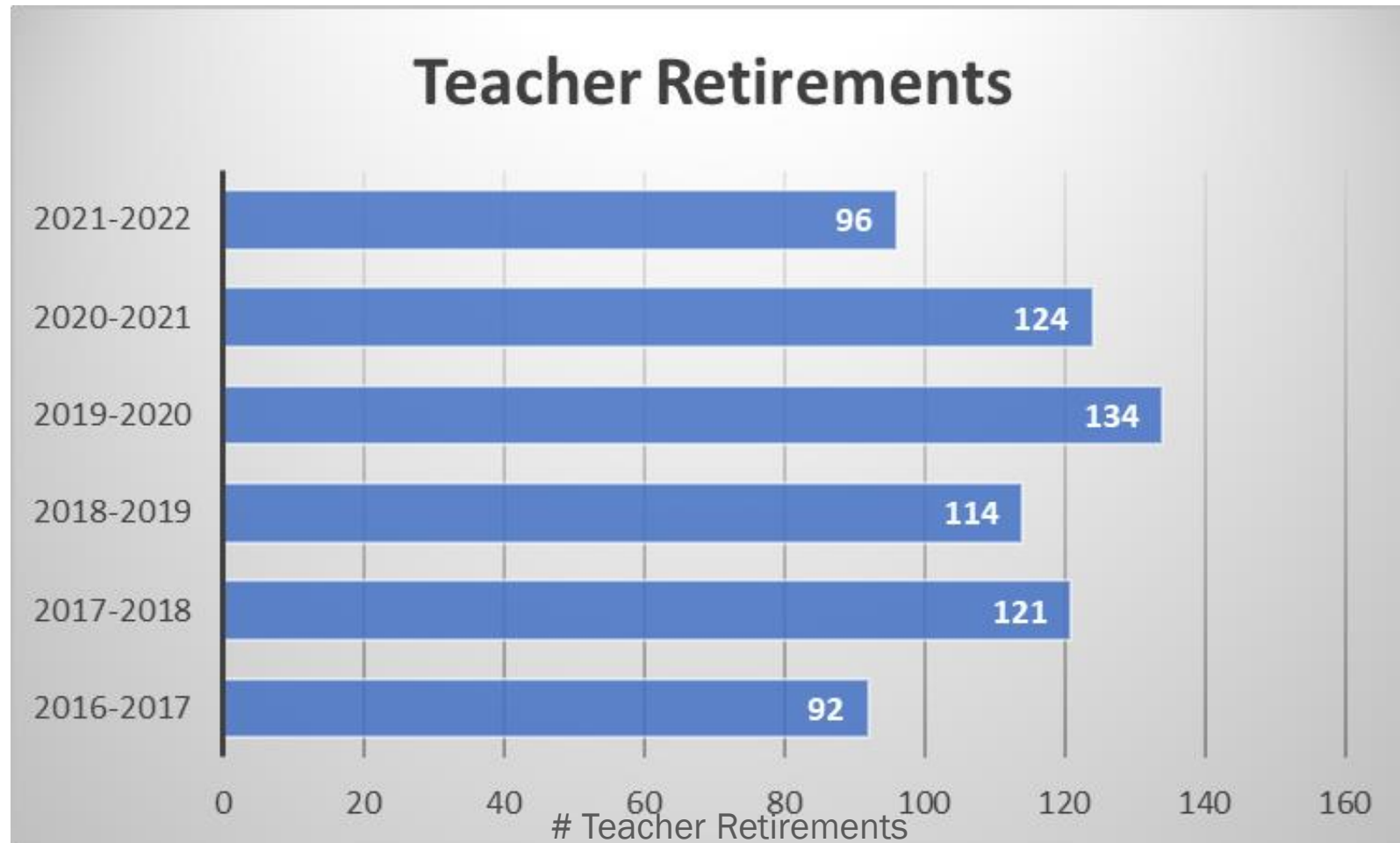
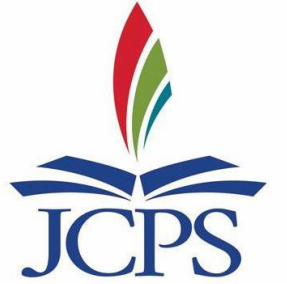
% Teachers retained as of October 1 of school year listed



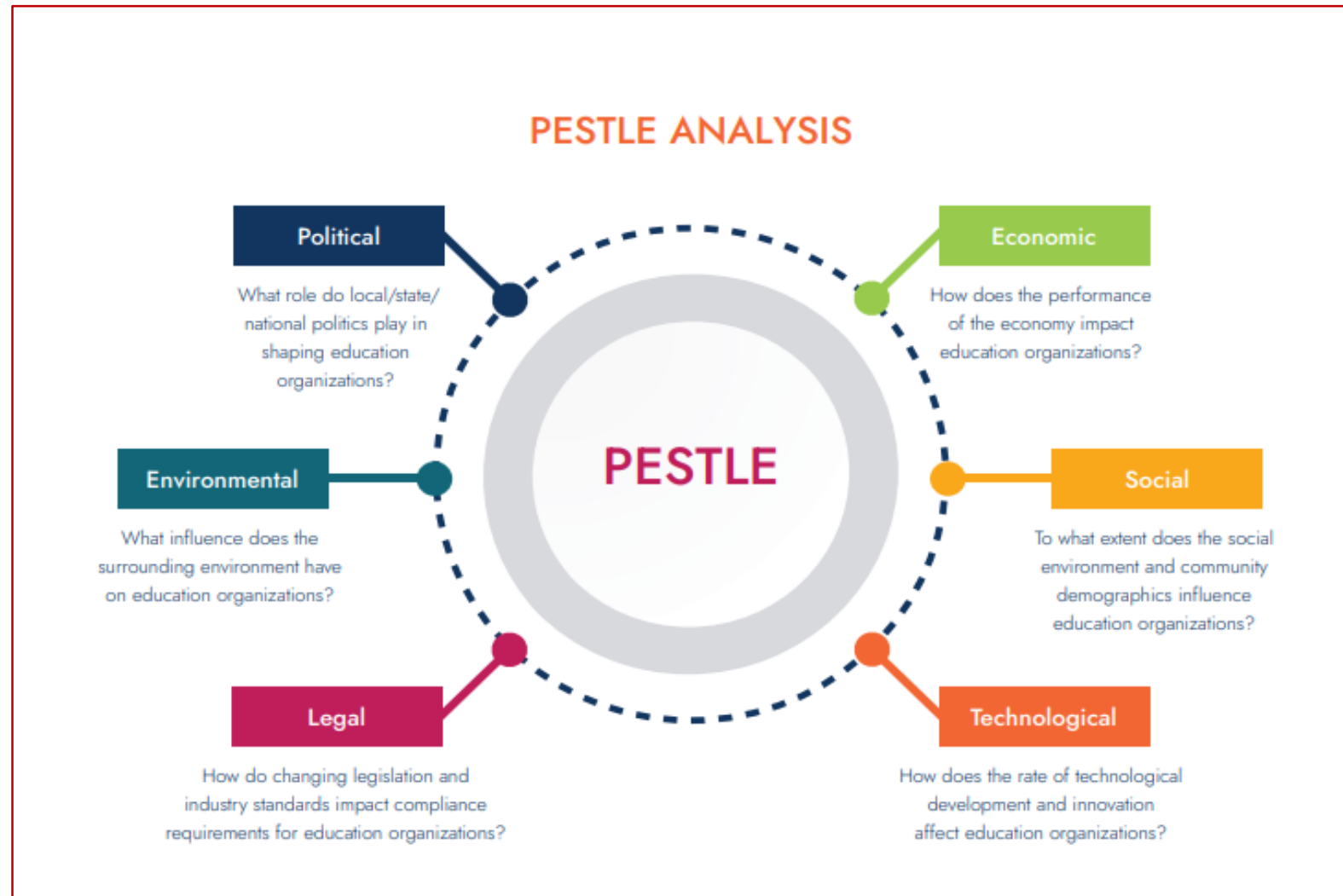
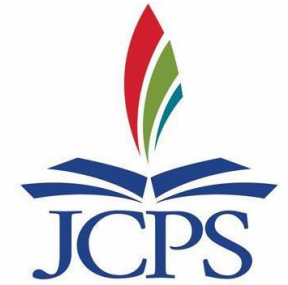
Annual Teacher Resignations (as of June 30th)



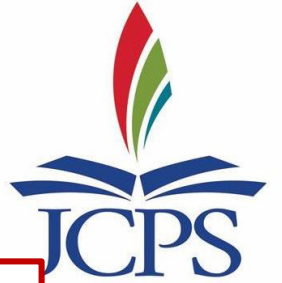
Annual Teacher Retirements (as of June 30th)

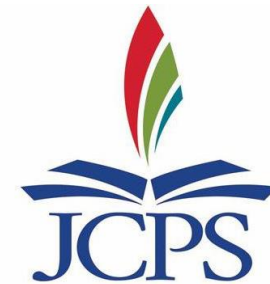


American Association of School Personnel Administrators (AASPA) 2022 National Educator Summit



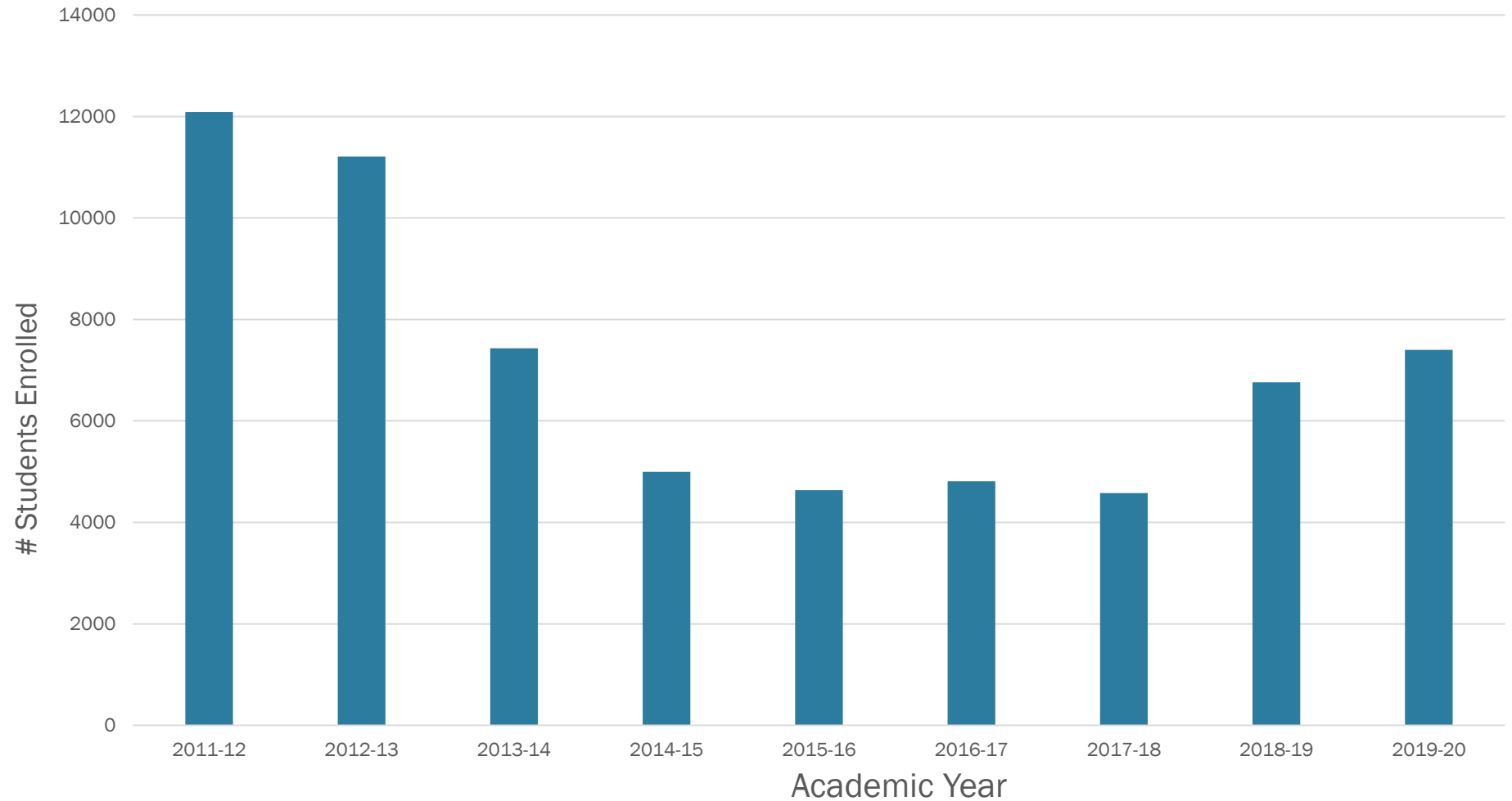
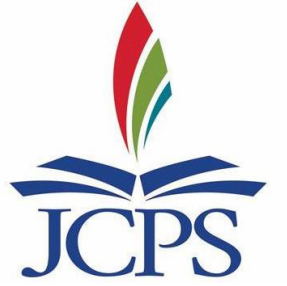
American Association of School Personnel Administrators (AASPA) 2022 National Educator Summit



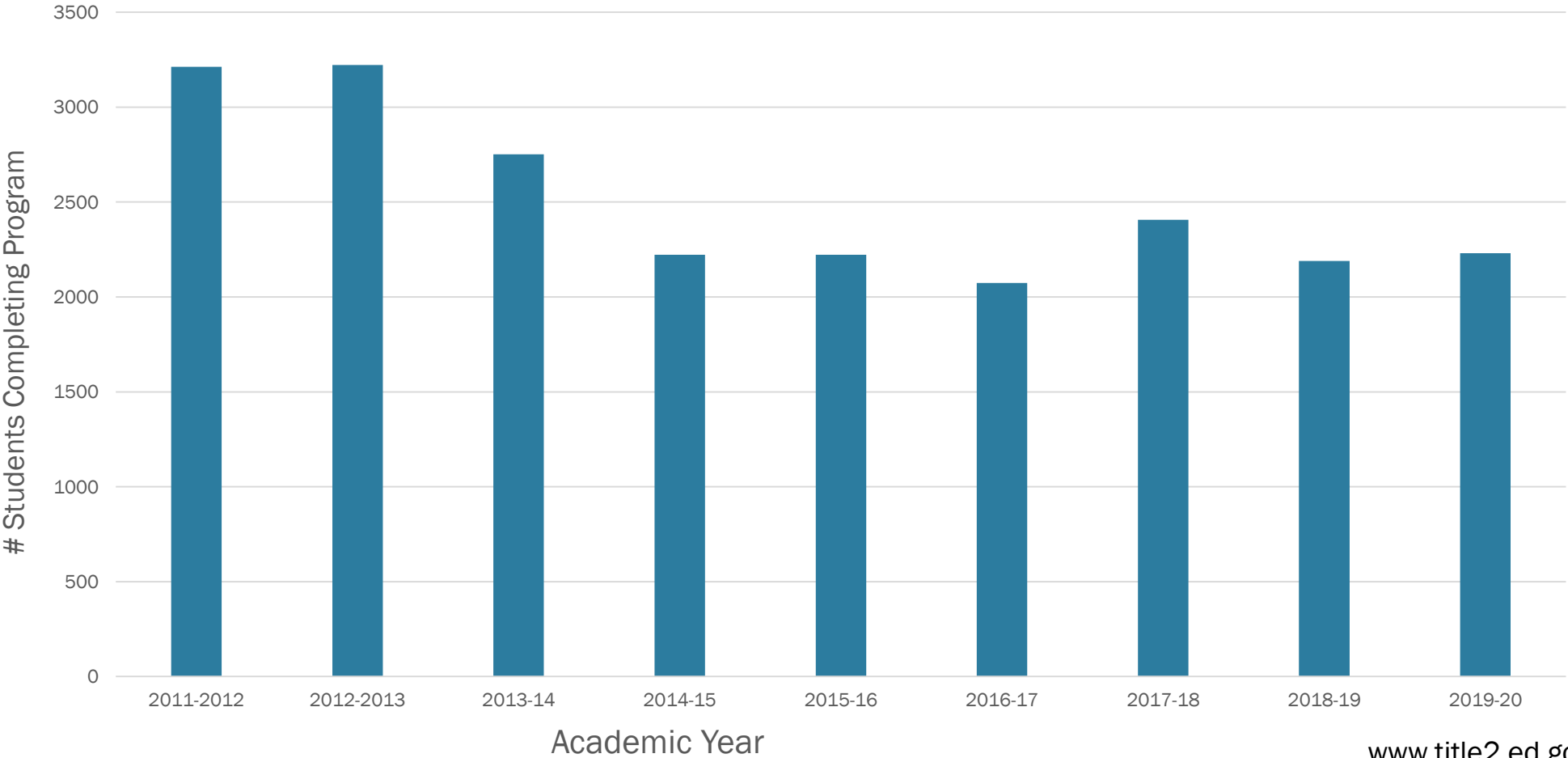
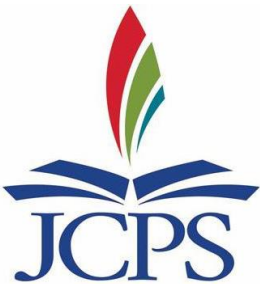


DATA-INFORMED & RESEARCH-BASED RECRUITMENT EFFORTS

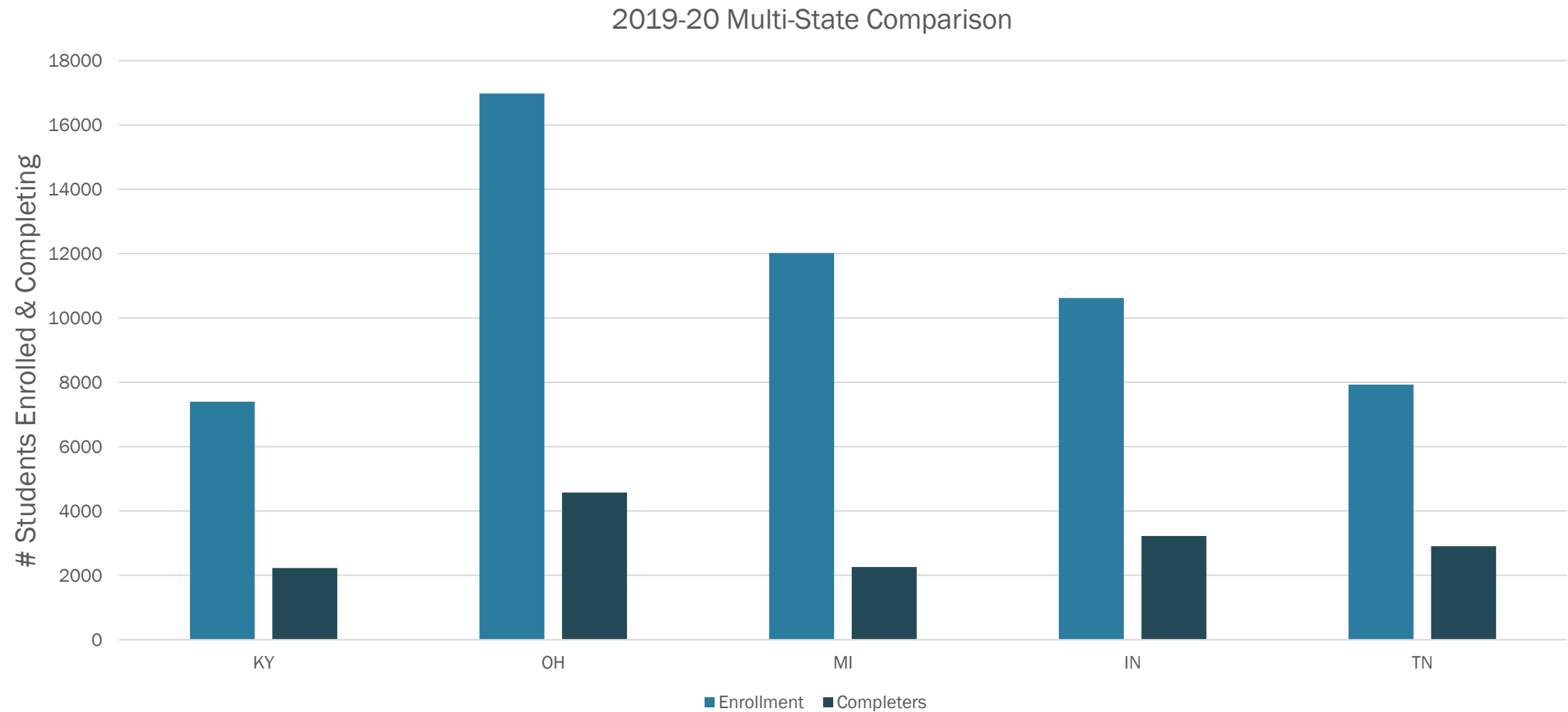
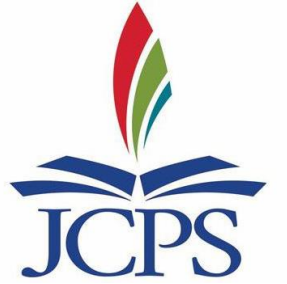
KY Educator Preparation Enrollment



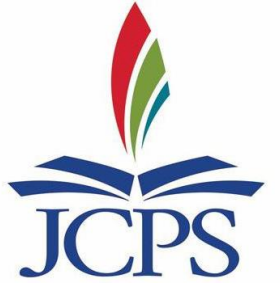
KY Educator Program Completers



Enrollment & Completion Comparisons



Recruiting Process



Identify alumni
from the different
universities

Identify neighbor
States &
Special Factors

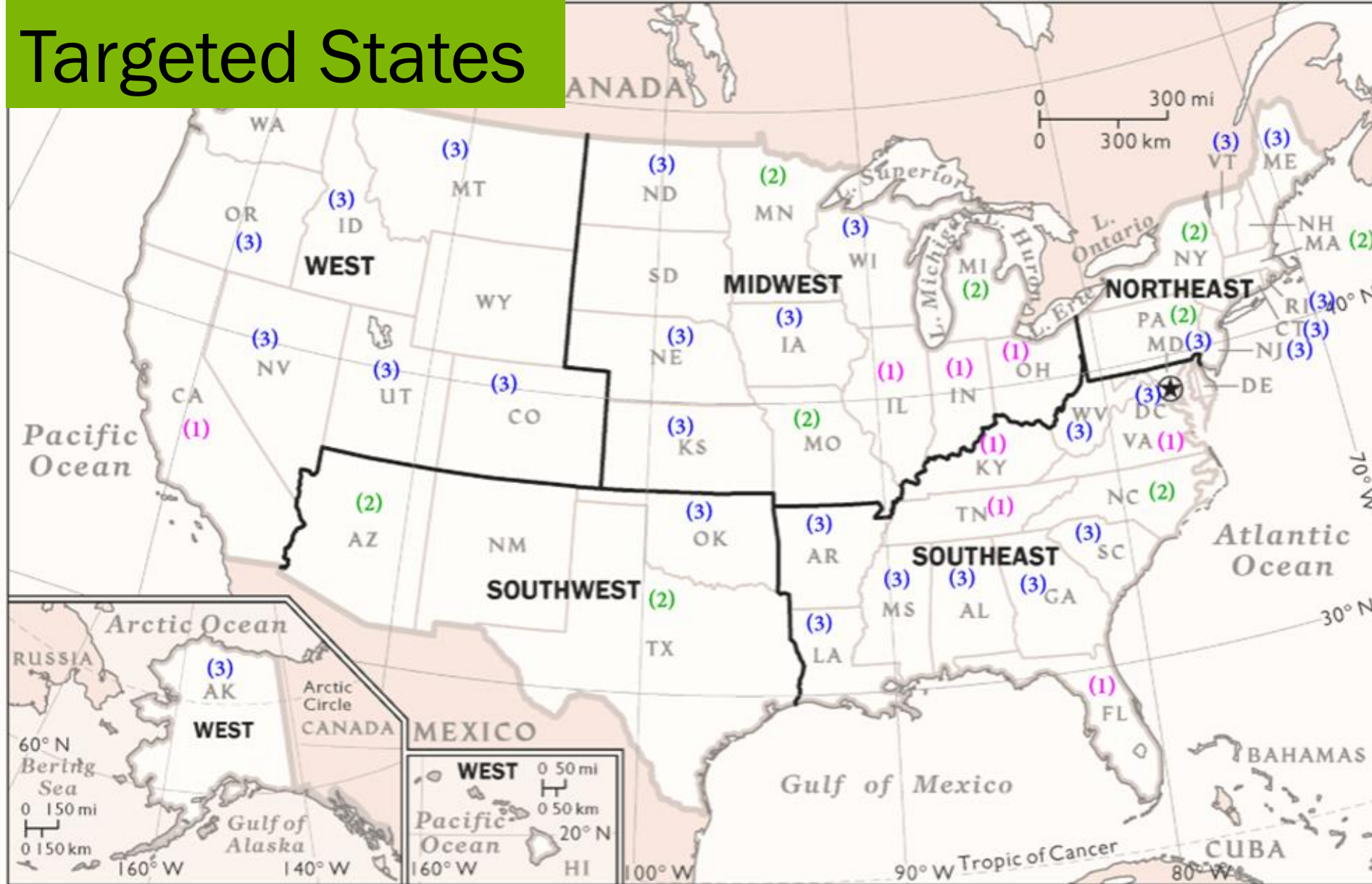
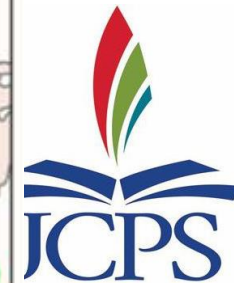
Collaborate with
Kentucky Division
of Educator
Licensure and
Quality

Identify number of
pre-service
teachers (teachers
of color & other)
per university

Identify
partnerships; and
Teachers of color
Serving
Universities

GOING	DATE	TIME	UNIVERSITY	CITY	STATE	REGISTRATION	CATEGORY	TIER	TOTAL POINTS	ALUMNI	# RAW POINTS	POINTS PER ALUMNI	GEOGRAPHIC	PRIORITY	RELATIONSHIP	SPECIAL FACTOR
Anetria / Nate	3/22/2019	8:15 am - 11:00 am CDT	GRREC & WKU Job Fair	Bowling Green	KY			1	39	10	306	14	10		5	
Anetria/Nate	2/27/2019	12:00 - 3:30 pm	Missouri State University	Springfield	MO	\$225.00		1	32	7	543	18	7			
Anetria/Tammy	3/4/2019	3:30 pm - 6:30 pm	Grand Valley State University - (optional interview)	Allendale Charter Township	MI	\$85.00		2	24	7	315	14	3			
Anetria/TYO	4/11/2019	9:00 am - 1:00 pm	The University of Michigan	Ann Arbor	MI	?		2	30	7	358	15	3		5	
Anetria/TYO	4/12/2019	9:00 am - 12:00 pm	Eastern Michigan Univ. (Teacher Fair)	Ypsilanti	MI	?		2	28	7	277	13	3		5	
Diane	3/11/19	(schedule interviews)	CSU Los Angeles	Los Angeles	CA			1	20	0	205	12	3			5
Diane	3/4/2019	9:30 am - 12:30 pm CST	Eastern Illinois State University	Charleston	IL	?		1	40	10	781	20	10			
Diane	3/20/2019	9:00 am - 12:00 pm CDT	West Texas A&M University	Canyon	TX	\$75.00		2	23	7	284	13	3			
Diane	3/20/2019	9:00 am - 12:00 pm CDT	West Texas A&M University	Canyon	TX	\$75.00		2	23	7	284	13	3			
Diane	3/19/2019	9 am - 12 pm	Texas Tech University	Lubbock	TX			2	18		387	15	3			

Targeted States

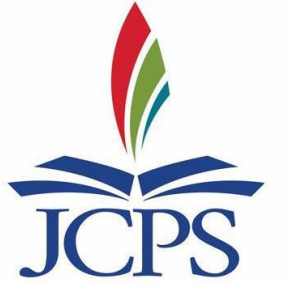


UNITED STATES REGIONS

- (1) Tier 1 states (More than 15 Certified Candidates)
(2) Tier 2 states (between 8 and 15 Certified Candidates)
(3) Tier 3 states (between 1 to 7 Certified Candidates)

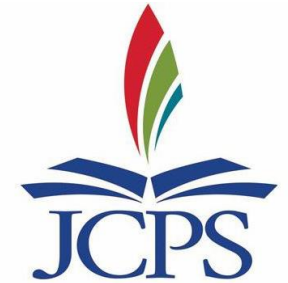
Copyright © 2009 National Geographic Society, Washington, D.C.

Why JCPS?



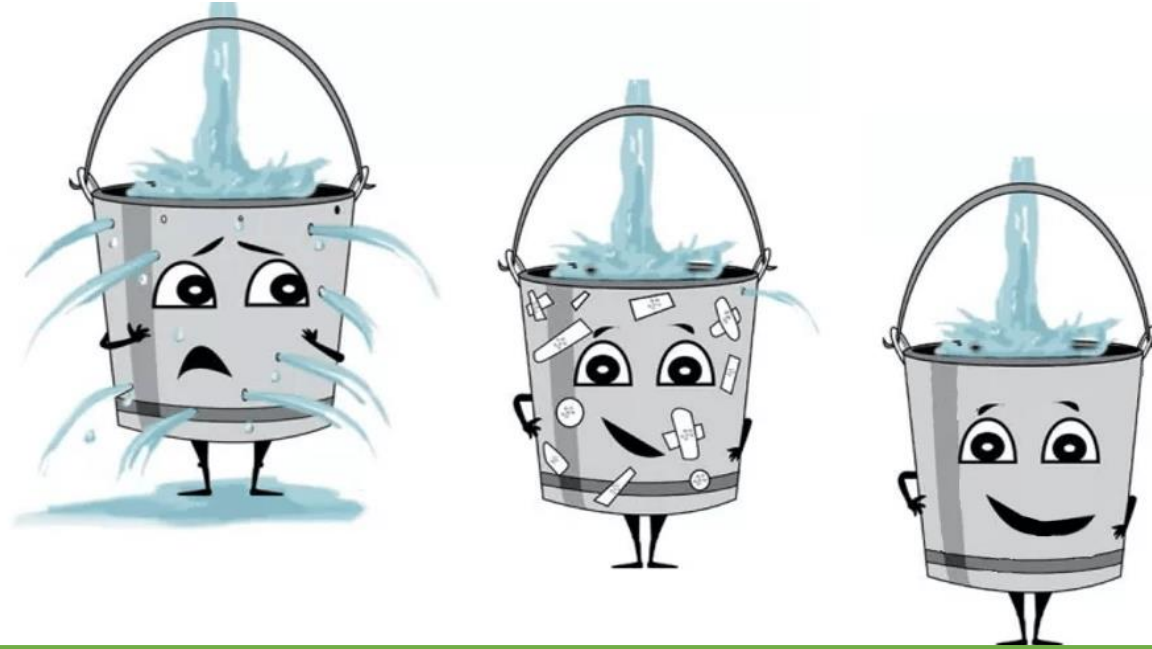
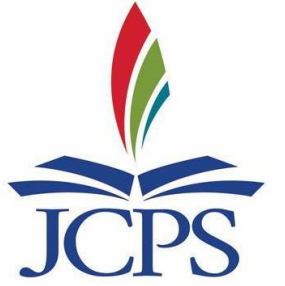
- KY among the highest rating for teaching career attractiveness (LPI, 2018)
- Opportunities for Growth
- Competitive Salary - Above National Average
- Early Career Support
- Educator Resources
- Relocation Stipend Opportunities
- Testing & Tuition Reimbursement Opportunities

Recruitment Initiatives



- Continue Broad, National Recruitment (Ed & Non-Ed Majors – Alternative Certification)
- Continue Fostering Relationships with HBCUs
- Recruitment Ambassadors – Alumni, Teacher and District Leaders, Ed Rising & Ed Magnet Students
- Expand on Puerto Rico Strategy
- Addressing Barriers to Access to Educator Preparation (STEPP Grant)
- Louisville Teacher Residency Expansion
- Increase Recruitment Staff

The easiest way to fill a teaching vacancy is to prevent it from becoming vacant in the first place (TNTP, 2022).



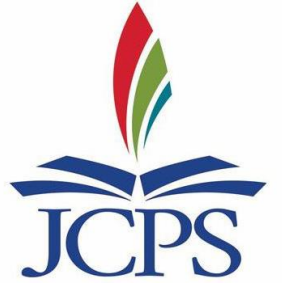
Support employee wellness.
**Strengthen educators'
sense of purpose, belonging,
and connection.**

04

05

Promote the profession.
**Deliver exceptional
employment experiences.**

MULTI-FACETED APPROACH TO RETENTION



Retention starts early and involves a process of constant engagement, particularly with non-tenured teachers—welcoming emails upon hire and ongoing communication throughout year.

Differentiated retention strategy supported by data analysis/research for decision-making and action:

- Annual teacher retention by school (with analysis of outliers)

- Weekly/Monthly teacher separation metrics (retirement, resignation)

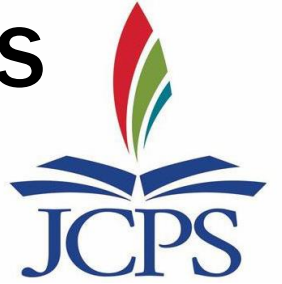
- Teacher voice metrics to give educators an opportunity for giving feedback (e.g., appreciation, teacher voice, work/life balance, compensation)

- Exit survey data to identify the most important reason for resigning

School-based partnerships in teacher engagement and retention—cohort model and point-of-contact model

Systemwide partnerships in teacher engagement and retention—Employee Resource Groups (DEP) and Mentoring (PD Office)

RETENTION STRATEGIES/DIRECT INTERVENTIONS WITH SCHOOL LEADERSHIP



Developing and supporting new teachers is a central responsibility for principals (USHCA).

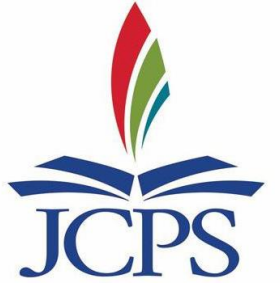
Moving beyond traditional approaches to not ONLY developing teachers' instructional and classroom management skills but also providing emotional/social supports and sense of purpose .

Launching – the period from offer to the first day of school; teachers need adequate resources and clear expectations.

Starting Strong – the period from the first student day to winter break; connect the new teachers to the school community while providing useful instructional feedback, coaching, and personalized PD.

Accelerating – the second semester; accelerate the path to teaching effectiveness while supporting struggling new teachers.

RETENTION – STRATEGIES/DIRECT INTERVENTIONS WITH SCHOOLS



Data analytics and Coaching for Principals:

Data analytics involve data collection using confidential survey twice a year (fall, spring)—content is rooted in research.

Leadership coaching by national experts in teacher engagement and retention to celebrate areas of success and to identify next steps for addressing areas of growth; teacher engagement with action planning (e.g., faculty mtg., committees, focus groups).

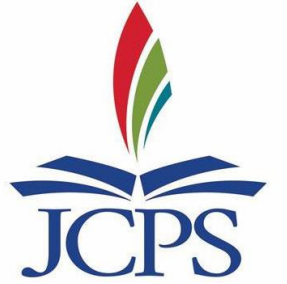
Teacher retention pilot conducted with 18 AIS schools in 2020-2021 (teacher retention gains noted).

Implementation with 44 schools (including all AIS) in 2021-2022

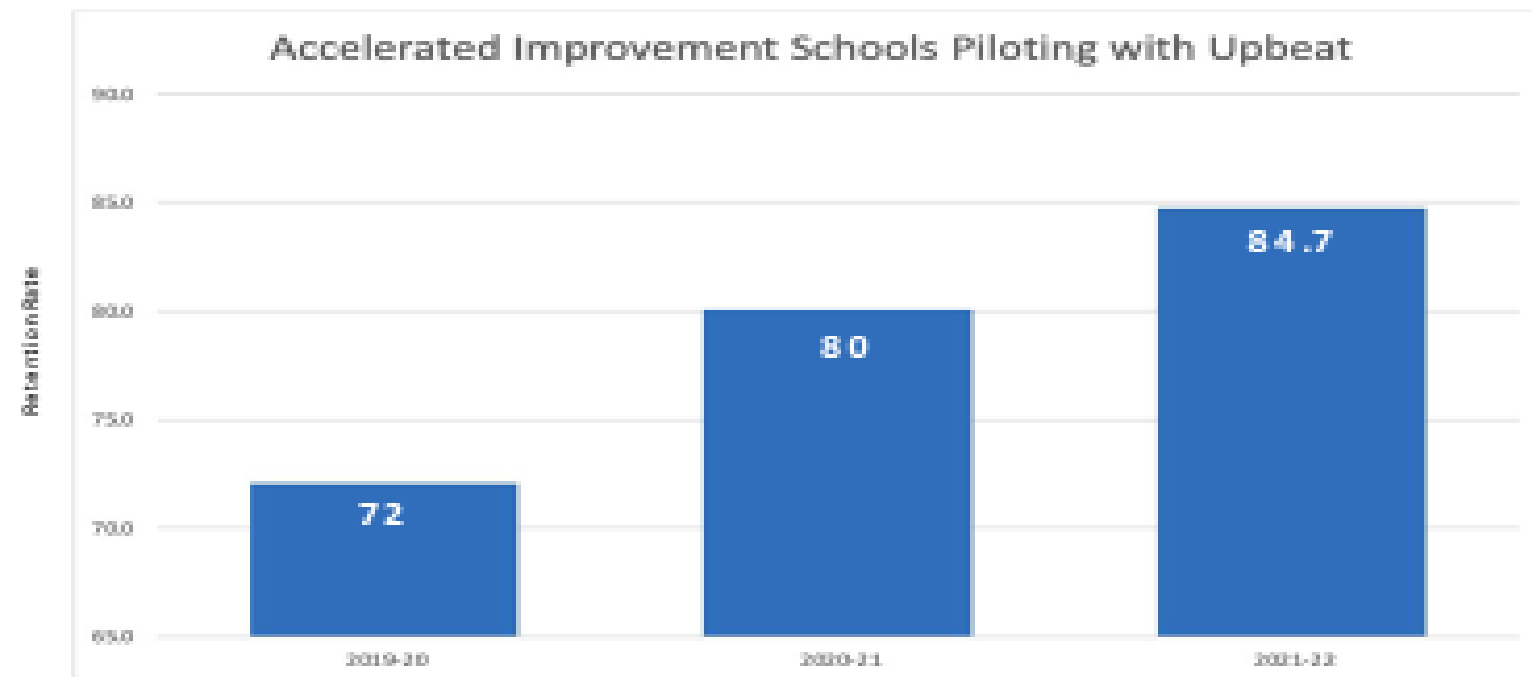
Expansion with more schools in 2022-23

Increase Retention Staff

Teacher Retention – AIS Pilot Outcomes



Pilot Outcomes | Jefferson County Public Schools

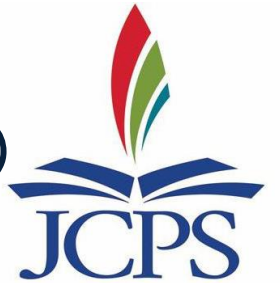


INTERNAL BENCHMARK

(N = 1,329 TEACHERS; RR = 74%; COMPARING FALL 21 TO SPRING 22)

- WORK-LIFE BALANCE (+8%)

Whether the workload of the teacher is reasonable, can be maintained for an extended period of time, and if it is able to be balanced with other responsibilities outside of school.



EXTERNAL BENCHMARK

(SPRING 2022; N = 14,000+ responses across the USA)

- CULTURAL COMPETENCE (+13.5%) Whether the school and administration are prepared to discuss and address racism and discrimination and if issues of race and ethnicity are openly discussed.
- COMPENSATION AND CAREER PATH (+8.1%) If teachers are satisfied with their salary, if they are compensated fairly for taking on extra responsibilities, and if they have opportunities for advancement in their schools.

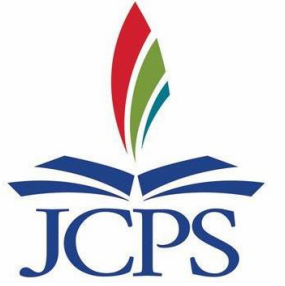
School/Principal with Great Retention Gains

Byck Elementary School:

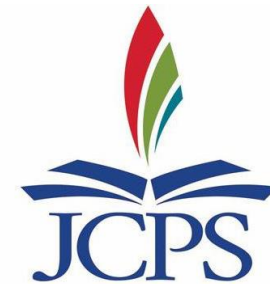
- 63% Teacher Retention in 2018-19
- 79%Teacher Retention in 2019-20
- 82%Teacher Retention in 2020-21
- 100%Teacher Retention in 2021-22
- 92%* Teacher Retention in 2022-23

*Preliminary; actual % taken 10/1/22

Addressing the Shortages



- ❖ Contract Signings 6 days per week
- ❖ Extra support extending job offers
- ❖ Creative staffing solutions
- ❖ Daily follow up with job fair attendees
- ❖ Additional job fairs scheduled
- ❖ Navigating releases from surrounding areas



VACANCIES

Questions