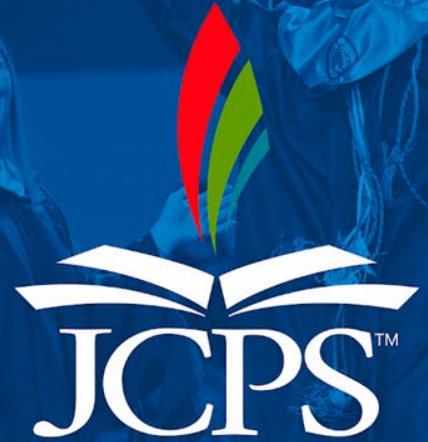


Talent State of the District

September 2026
Dr. Melvin J. Brown, EOT



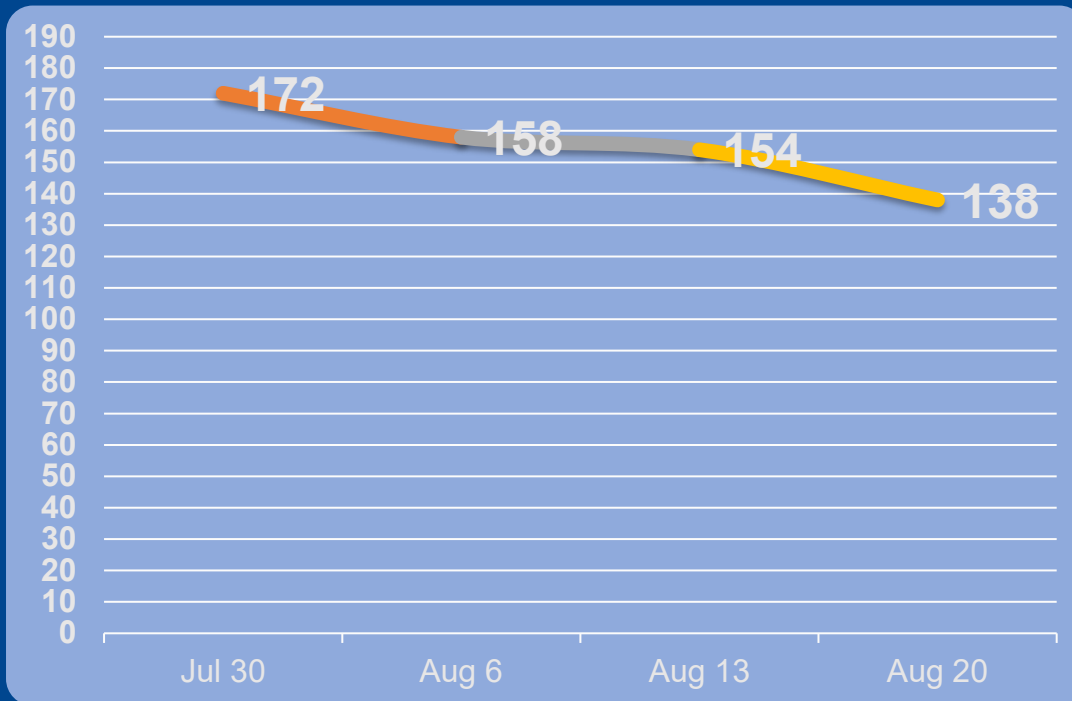
**Vacancies
declined 19.8%
in three weeks**

172 → **138**
July 30 August 20



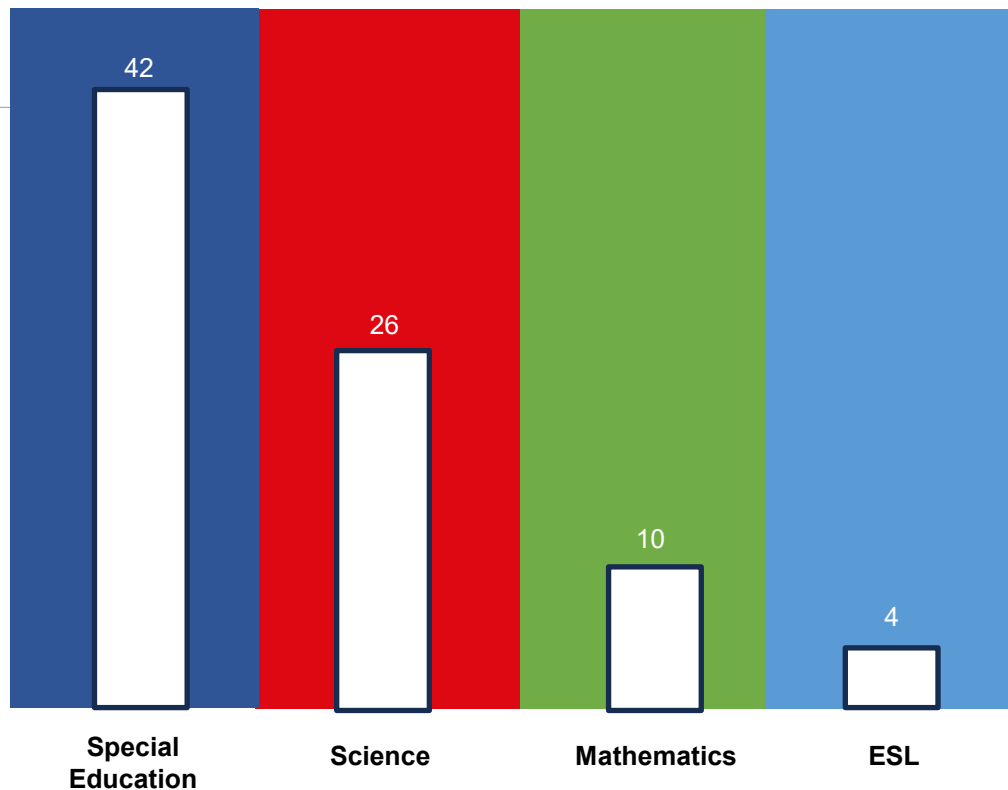
34 fewer openings

The latest week produced 16 reductions, restoring placement momentum



Progress is real—but posting removal must be converted into confirmed starts.

Nearly 60% of remaining opening are in four fields



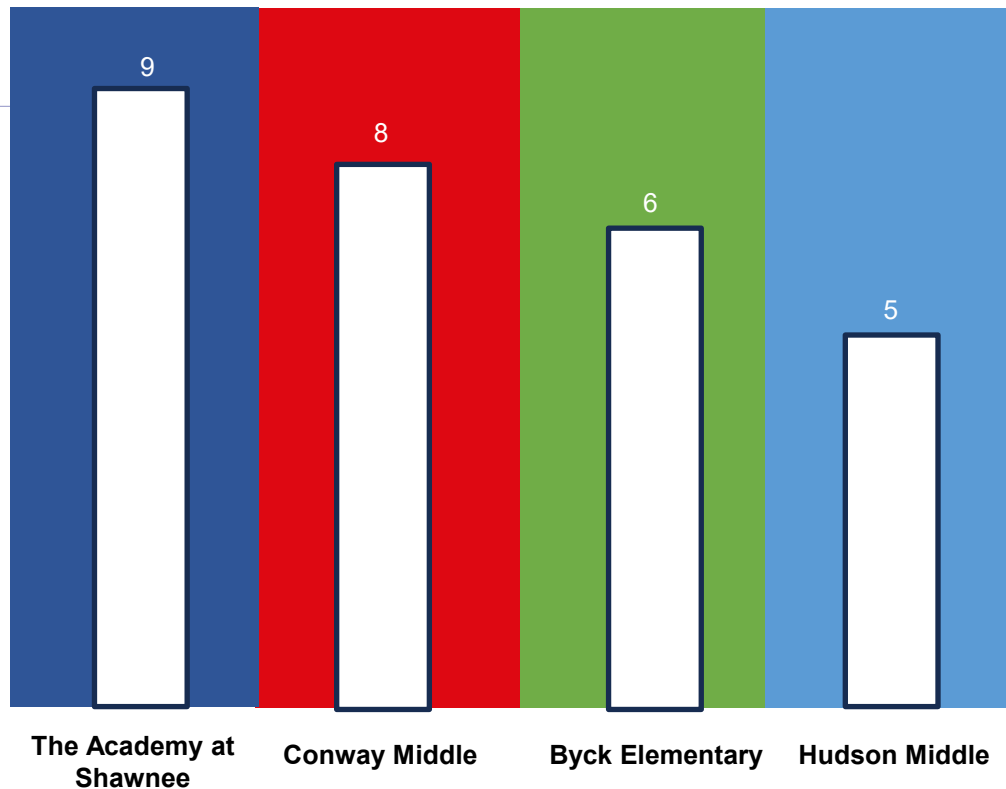
82

High-need vacancies

59.4%

of the reported total

A small number of schools carry disproportionate risk



28

vacancies across four locations

What concentration can trigger:

- Schedule instability
- Increased caseloads
- Heavier staff workload
- Secondary turnover risk

Priority schools need named owners, weekly plans, and executive escalation.

JCPS has strong assets—but the talent system is not yet fully integrated

Strengths

- 01 6,818 certified teachers and deep internal expertise
- 02 A compelling urban mission and broad career opportunity
- 03 Residency, university, alternative-certification, and grow-your-own assets
- 04 Weekly visibility into vacancy concentration
- 05 Established labor and employee-relations infrastructure

Challenges

- 01 Specialized and school-level vacancy concentration
- 02 Disconnected workforce data and inconsistent definitions
- 03 Incomplete retention and employee-experience baselines
- 04 Uneven HR service visibility and cycle-time standards
- 05 Compensation, classification, and organizational capacity risks

Five priorities to build one integrated talent system

01	Unify workforce data	One source of truth with shared definitions across HR, finance, and schools
02	Target hard-to-staff vacancies	Named owners, weekly plans, and executive escalation for priority schools and fields
03	Baseline retention and experience	Establish retention, exit, and employee-experience measures tracked quarterly
04	Publish HR service standards	Clear cycle-time targets and visibility from requisition to confirmed start; seamless onboarding and customer service
05	Align pay and capacity	Address compensation, classification, and organizational capacity risks

Three risks require critical controls now

CRITICAL

Uncovered classrooms

Track every opening from posting through confirmed start.

CRITICAL

Special education gaps

Review all 42 visible openings for certified coverage, caseload, and service recovery.

CRITICAL

Concentrated site disruption

Assign sponsors and weekly plans to Shawnee, Conway, Byck, Hudson, and threshold schools.

High risks that can erode progress

Hiring quality • Burnout and secondary turnover • Data credibility • Compensation/classification • HR service consistency • Workforce diversity • Governance clarity • Labor trust

The first 90 days: from priorities to proof

DAYS 1-30

Stabilize and see clearly

- Stand up one vacancy dashboard with shared definitions
- Name owners for every high-need and concentrated-site opening
- Confirm starts weekly, not postings

DAYS 31-60

Close the biggest gaps

- Clear special education and hard-to-staff vacancies
- Publish HR cycle-time standards from requisition to start
- Launch retention and employee-experience baselines

DAYS 61-90

Lock in the system

- Report progress monthly to the board and school leaders
- Align compensation and classification actions to risk
- Set FY targets for coverage, retention, and service

Measure of success: confirmed starts, not postings removed.

How we will measure progress

138

**Open teacher
vacancies (Aug 20)**

Target: under 100 by Oct 1

42

**High-need field
openings**

Target: half cleared within
60 days

28

**Vacancies at four
priority schools**

Target: named owner and
weekly plan for each

19.8%

**Vacancy decline in
three weeks**

Target: sustain weekly
reductions

Cadence and ownership

Weekly vacancy review with the superintendent • Monthly board update • Named executive sponsor for each priority school and high-need field

What we are asking for



01

Back one source of truth

Endorse shared workforce data definitions and a single vacancy dashboard.

02

Protect the priority sites

Approve named sponsors and weekly plans for concentrated-risk schools.

03

Hold us to confirmed starts

Judge progress by filled classrooms, not postings removed.

Every filled classroom is a student who starts the year with a teacher.



Thank You

