

CLAY COUNTY DISTRICT SCHOOLS

Teacher Recruitment and Support

2022-2023



Clay County District Schools



3 Prong Approach to Teacher Recruitment and Retention

1. Recruitment
2. Teacher Support
3. Compensation/Work Environment



CLAY COUNTY DISTRICT SCHOOLS

Teacher Recruitment



Recruitment



- Due to the nation-wide staffing shortage, CCDS has moved toward actively recruiting teaching personnel to fill current vacancies to ensure the needs of CCDS's students are being met.
- The 2022-2023 CCDS recruitment effort will focus on building a diverse pool of highly qualified candidates, not just for current vacancies, but also for future opportunities, such as staffing Spring Park Elementary School for the 2023-2024 school year.
- Because the recruitment effort affects every office and school, principals and district-level administrators will be key participants in the recruitment, screening, and interviewing process.

Recruiting Fairs CCDS Will Attend



Date	Hosting Institution
February 23, 2022	University Of North Florida
March 2, 2022	University Of Florida
March 9, 2022	Florida A&M University
March 25, 2022/September 2022	Navy Tri-Base Career Fair
March 18 & 19, 2022	Florida Fund for Minority Teachers
March 30, 2022	Cross College Alliance
March 31, 2022	Florida Atlantic University
April 5, 2022	Florida International University
April 6, 2022	Diversity in Ed AND SEC & ACC Career Fair (separate events)
April 8, 2022	University of Central Florida
April 13, 2022	Valdosta State University
April 19, 2022	Alabama Association of Colleges & Employers
June 2, 2022	Florida Career Center Statewide Job Fair

Recruiting Fairs Hosted by CCDS



Intern Recruitment Meetings	February 2022
Para To Pro Information Session	February 22, 2022 Virtual February 24, 2022 @ LAJH March 1, 2022 @ KHE March 3, 2022 @ LSJH March 8, 2022 @ POE March 10, 2022 Virtual
Community Information Session for those with 4-year degrees	April 05, 2022
School Counselor Session	April 12, 2022
Support Personnel Info Session	April 22, 2022
Clay County In-Person Recruitment Fair	May 3, 2022 - at Fleming Island High
On-Going Hiring Session for Support Personnel	Beginning June 2022

Advertising Positions



CCDS actively advertises vacancies through a variety of platforms including:

www.oneclay.net	<p>The CCDS website is used to:</p> <ul style="list-style-type: none">● Advertise that the district is accepting applications● Collect contact information from interested candidates to allow for targeted follow-up● Provide candidate access to TalentEd, the applicant tracking system
School Spring (TalentEd)	<ul style="list-style-type: none">● An online hiring platform, comparable to Indeed● Open job postings are advertised globally
<p>Social Media Platforms</p> <p>OneClay Facebook</p> <p>OneClay Twitter</p> <p>OneClayHR Facebook</p> <p>OneClayHR Instagram</p>	<p>The OneClay and OneClay HR social media pages are used to:</p> <ul style="list-style-type: none">● Advertise vacancies● Showcase the culture of the district by recognizing staff and student achievements and spotlight community involvement● Spotlight district relationships with local colleges and universities to highlight the culture of learning amongst our educators
<p>Frontline: Teachers-Teachers</p> <p>Teachers-Teachers</p>	<p>The contract with Frontline's Teachers-Teachers platform is used to:</p> <ul style="list-style-type: none">● Advertise vacancies to candidates throughout the US● Send recruiting messages to candidates qualified for hard to fill vacancies● Notify candidates of postings and events

Advertising Positions Continued



Handshake	Handshake platform is used to: <ul style="list-style-type: none">• Connect CCDS HR with college students across the US• Focus recruitment efforts on students from Historically Black Colleges and Universities (HBCU) in the southeast US• Allows CCDS to post jobs and filter the target audience based on qualifications to maximize the impact of posting• Participate in various college/university recruiting fairs
Direct Email Messaging	Emails with information about the district and vacancies are sent to: <ul style="list-style-type: none">• EPI program candidates listed by FloridaTeachers.org
Troops to Teachers	The Troops to Teachers (TTT) program helps service members and veterans become certified and employed as teachers in K-12 schools. CCDS participates in Troops to Teachers Career Fairs annually.
DIVERSITY In Ed	DIVERSITY in Ed is a minority owned teacher recruitment business established in 2005. The services include a national magazine publication, a job board, and virtual recruitment fairs designed to connect school employers with job-seeking, teachers of color, culture and diverse backgrounds.
Career Fairs (in-person and virtual)	Job opportunities are advertised through College and University Career Fair events.
DOD SkillBridge	The DOD SkillBridge program is an opportunity for Service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of service. SkillBridge connects Service members with industry partners in real-world job experiences.

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Teacher Support



Alternative Certification



Beginning Educator (1st Year) Quick Stats

	2020-2021	2021-2022
% of New Hires	34% (122 of 363) New Hires are 1st Year Teachers	40% (140 of 350) New Hires are 1st Year Teachers
% Alt Cert	76% (93 of 122) are on a temporary certificate	75% (105 of 140) are on a temporary certificate

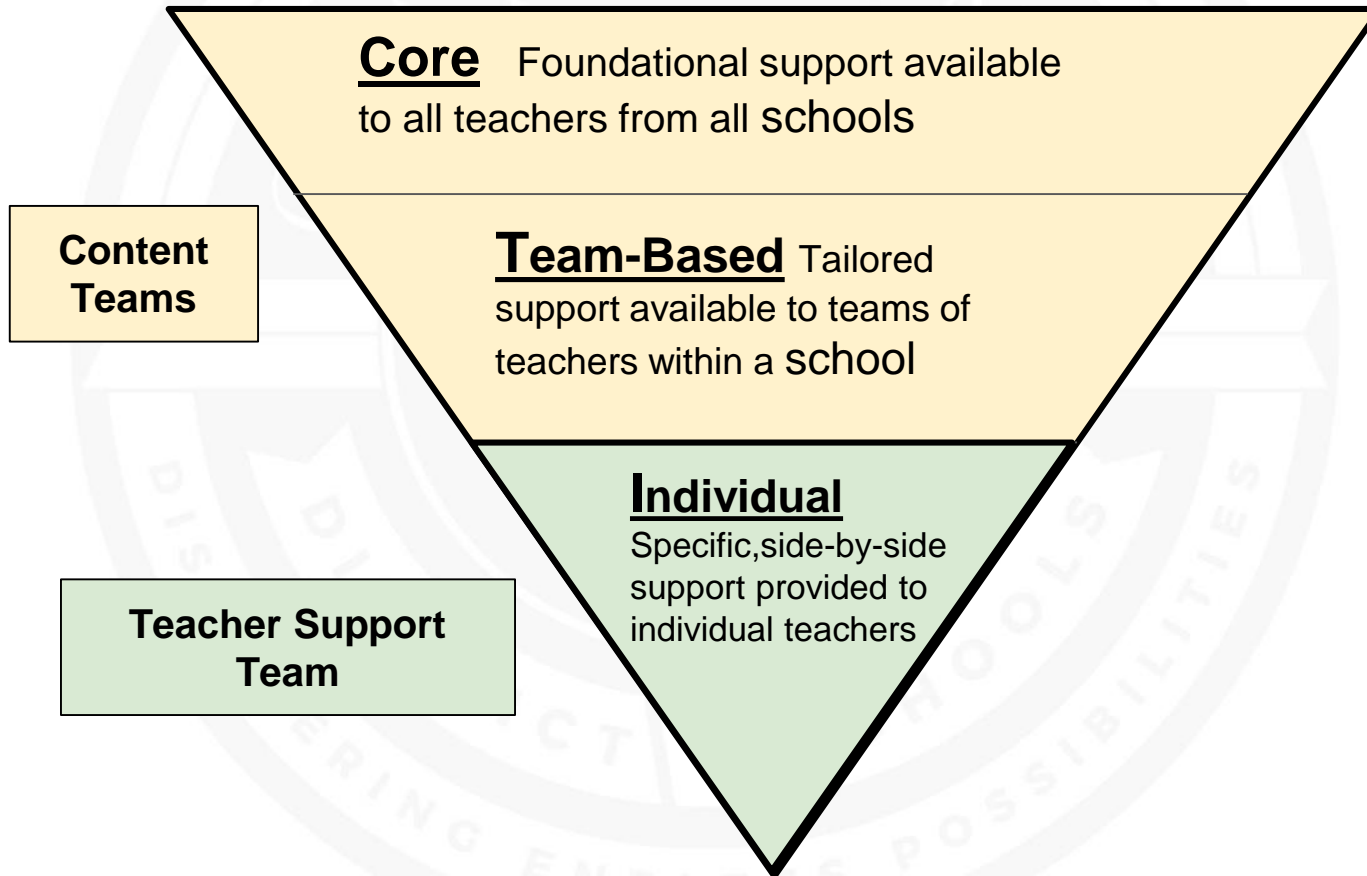
New Teacher Concentration



Beginning (1st Year) Teacher Concentration

	2020-2021		2021-2022	
	Elementary	Secondary	Elementary	Secondary
ELA*	31	7	40	18
SS	--	16	1	9
Science	6	12	3	11
Math-	3	8	7	9
CTE	--	14	--	9
Resource/Elective/ Counselor	16	3	14	2
ESE^	11	2	12	7
C & C	1	1	1	2
Total	68	63	78	67

Structure of Support



Roles



Teacher Support Coach Responsibilities

1 coach = 10-15 teachers

Weekly meeting/ classroom support with each teacher	Minimum 30 minutes/teacher each week	<ul style="list-style-type: none">• Meet with 3-4 teacher per day• 18 hours/teacher/year
Coaching Cycle (5 visits)	5 hours/cycle	20 hours/teacher/year
Experience teacher visits	3 hours/visit	6 hours/teacher/year
Modeling lessons for teachers	2 hours	As needed- time includes 30 minute pre-brief and 30 minute debrief after the modeled lesson
Meetings & Professional Learning	2.5 hours each week	90 hours/year



Comprehensive & Aligned Teacher Support

	School	District
Recruitment	<ul style="list-style-type: none">● Presence at Hiring Fairs● Contingent Contract at Hiring Events● School Planning Checklist	<ul style="list-style-type: none">● HR Meeting with Interns● Teacher Support Team as an Attraction Tool● Partnerships with CEF and Other Support Organizations for Materials/Supplies & Grants
Onboard New Hires	<ul style="list-style-type: none">● Welcome Pack● School Tour● “Who do I See?” Handbook● Build in 2-day work period before taking students	<ul style="list-style-type: none">● New Hire & Ethics● Notebooks on Vision, Framework, and Technology
Induction	<ul style="list-style-type: none">● Assign School-based Support Partner (Peer Mentor if doing PEC)	<ul style="list-style-type: none">● Assign Teacher Support Coach● Beginning Educator Orientation (offered 4 dates F2F & Notebooks)● Initial Coaching Meetings

Comprehensive & Aligned Teacher Support



	School	District
Upskilling: Job-embedded Support	<ul style="list-style-type: none"> Scheduled walkthroughs for support and aligned to evidence of coaching cycles <p>*Consider how to supplement coaching with school-based support</p>	<ul style="list-style-type: none"> 4 Coaching Cycles during the year 2 Model Classroom/Experienced Teacher Visits Coaching Logs for Transparent Communication
Upskilling: Professional Learning Sessions	<ul style="list-style-type: none"> Monthly Meetings with novice teachers (Get Better Faster: Example Agendas and Discussion Prompts will be provided by PL dept) PLC time will be protected 	<ul style="list-style-type: none"> Quarterly Cohort focused on high leverage strategies Notebooks on Core Practices (alignment for support and extension with school PL topics) Professional Learning from Content Specialists will include novice teachers (plan linked below)
Certification Support (Temporary Certificate)	<ul style="list-style-type: none"> Stipended Peer Mentors Selected by Administration Review and Signoff for PEC 	<ul style="list-style-type: none"> Temporary to Professional Pathways Meetings Job-embedded Professional Educator Competency program PEC Teachers can met most assignment requirements through coaching cycles
Maintain & Retain	<ul style="list-style-type: none"> Teacher Leadership Opportunities <ul style="list-style-type: none"> Clinical Educator /Peer Mentorship Teacher Leadership Academy Incentives through CEE 	<ul style="list-style-type: none"> Survey Teachers on Professional Learning Needs District Coaching from Curriculum Specialists Year 2-3 Plan in Development

Roll Out Plan



Teacher Support Program Development

	School	District
Spring 2022	Breakout Sessions at the Principal and AP Meetings	Develop handbook Hire positions
Summer 2022	Summer Leadership Institute Sessions focused on Teacher Support	Training for Teacher Support Coaches
2022-2023 School Year	Teacher Support Check-ins During Principal and AP Meetings	Capacity and Teacher Support Team Building Weekly

Benefits



- **Fosters a Culture of Support, Connection, & Resilience**
- **Consistent and Aligned Message between District & School Support**
- **Relevant & Meaningful Job-Embedded Professional Learning**
- **Increased Certification Support**

CLAY COUNTY DISTRICT SCHOOLS

Compensation/ Work Environment



Compensation/ Work Environment



Starting teacher salary has moved from \$38,000 in 2019-2020 school year to \$47,500 in two years!

Increased district contribution to employee benefits to offset additional costs to our employees.

Covered COVID-19 leave for two school years.

Comprehensive substitute plan to address shortage of classroom substitute teachers.

Provided all eligible employees with a workforce stabilization bonus.