



HUMAN RESOURCES RECRUITMENT UPDATE

Presentation to the St. Louis Board of Education
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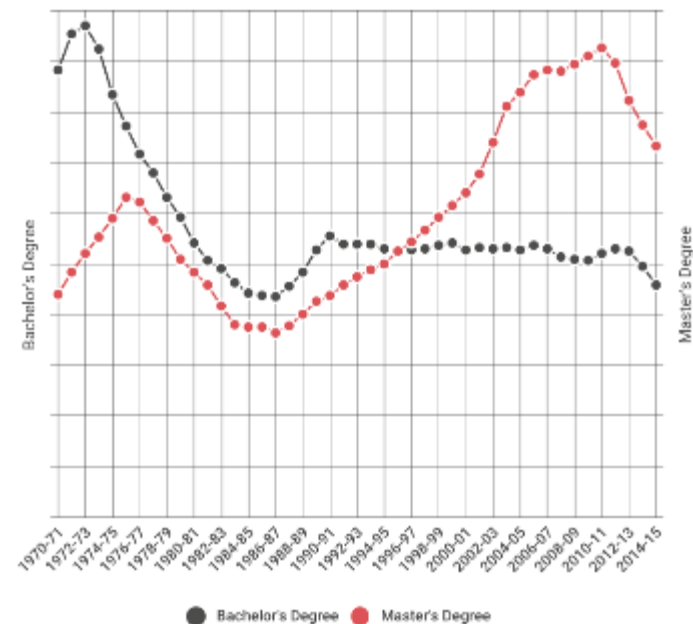
April 13, 2021



OUR PROBLEM: NATIONAL & LOCAL



- ❑ Enrollment in colleges of education decreasing
- ❑ 17% decline in certifications issued in Missouri between 2019 and 2020 certification seasons
- ❑ In Missouri, 93.1% of teachers are white, 5.2% are African American, and 1.7% represent all non-white and non-black races (DESE 2017).
- ❑ Of teaching graduates in Missouri, 5.1% are African American.



SOURCE: U.S. Department of Education, National Center for Education Statistics



STAFFING UPDATE

HIRES (Total Year)	2017-2018	2018-2019	2019-2020	July 1, 2020 - Present
Number of Teachers Hired	328	265	230	187
Number of TFA Teachers Hired	21	14	22	11
Total Hires	349	279	252	198

**Employment offers are still being made for the 2020-2021 school year*

SEPARATIONS	2017- 2018	2018-2019	2019-2020	July 1, 2020 - Present
Number of Teachers Resigned	309	228	252	48
Number of Teachers Retired	76	47	37	34
Number of Teachers Terminated	34	18	14	1
Number of Other Teacher Separations (Death of Employee, Reduction in Force, etc.)	7	1	2	3 ³
Total Separations	426	294	305	86

SCHOOL - BASED VACANCIES



VACANCIES	Aug. 29, 2017	Aug. 13, 2018	Sept. 9, 2019	April 5, 2021
Teaching Staff	79	75	51	59
Non-Teaching Staff	40	46	65	81
Principal/Assistant Principal	0	0	1	0
Total Vacancies	119	121	117	140

TEACHER VACANCIES



- ❑ Currently 59 Teacher vacancies
- ❑ 1,622 Teachers working
- ❑ Currently 96.5% of teaching positions are filled
- ❑ Average YTD Teacher Separations 138 (past 3 years as of April 5)
- ❑ Current YTD Teacher Separations 86 (as of April 5)
- ❑ We are trending at 62.3% of our 3-year average on teacher separations at this time



STRATEGIC PRIORITIES

1. Expand sponsored pipelines
2. Ensure equitable access to talent
3. Efficient, connected experience for candidates
4. Empower school leaders
5. Reinforce retention practices
6. Supplemental Substitute Teacher Support

PRIORITY 1: EXPANDING PIPELINES: THE RATIONALE



- ❑ Declining applicant pools
 - ❑ Teachers of color
 - ❑ Teachers in hard-to-fill subject areas
 - ❑ Teachers for hard-to-fill schools
- ❑ Retention
- ❑ School leader dissatisfaction with external candidates
- ❑ Huge variance in school leader preference and desire to provide supports to first years
- ❑ Hard-to-fill schools needed a strategic plan
- ❑ We needed a portfolio, not a singular option

PIPELINE PORTFOLIO APPROACH



PIPELINE BREAKDOWN



2020-2021 Pipeline Breakdown as of November 2020

Indicator	Percent	Number
Teachers of Color	67%	31/46
Male	35%	16/46
Hard-to-Fill Subject Areas	98%	45/46
Middle School Placements	32%	15/46
Equity Placements	87%	40/46
Math or Science Placements	26%	12/46
SPED Placements	20%	9/46
Total 2020-2021 Pipeline Teachers: 46		

PIPELINE HIRING



2020-2021 Pipeline Summary

Pipeline	Number of Teachers
Teach For America	11
St. Louis Teacher Residency	13
Lindenwood	1
Tutoring Cohort (University Instructors)	6 (3 of 6 are part of UMSL, so not counted in total)
UMSL	13
SLU	5
Total	46 Teachers
Percent of New Hires	24%

PRIORITY 2: ENSURE EQUITABLE ACCESS TO TALENT



- Year 4 of Pre-Hire Cohort
- Pre-Hire Cohort allows schools identified as Targeted, Comprehensive, or SIG the following:
 - Priority access to all candidates
 - Priority access to candidates in sponsored pipelines
 - Administrative support for interviews/screening
 - Ability to hire 3-4 teachers before vacancies exist (i.e. ability to hire early talent)

PRIORITY 3: EFFICIENT, CONNECTED CANDIDATE EXPERIENCE



- ❑ Implemented new Applicant Tracking System (Nimble) to streamline applications, communication, decisions, onboarding, etc.
- ❑ Teacher applicants screened within 24-48 hours of submission
- ❑ Teacher leaders serve as first-round screeners (e.g. the first person a candidate hears from is a current SLPS teacher)
- ❑ School leaders are notified when new candidates enter their hiring pools
- ❑ Communication is streamlined through Nimble to allow for seamless experience for candidates and hiring managers



PRIORITY 4: EMPOWER SCHOOL LEADERS



- ❑ School leaders serve as hiring managers for teaching positions
- ❑ Recruitment team supports school leaders in interviewing candidates and cultivating relationships with candidates
- ❑ Through improved ATS and communication structures, school leaders are able to monitor the status of all candidates they have recommended for hire in real time

PRIORITY 5: REINFORCE RETENTION



- ❑ School leaders continue to have stay conversations with teachers
- ❑ Compensation package improvements
- ❑ Continuing Panorama culture and climate surveys in fall 2021 to ensure all buildings are positive working environments
- ❑ Continuing exit surveys to gather data to inform strategic planning

PRIORITY 6: SUPPLEMENTAL SUBSTITUTE TEACHER SUPPORT



- ❑ District released an RFP to identify a Supplemental Substitute Teacher provider
- ❑ Bids have been received and reviewed
- ❑ Contract will be presented to Board in May for first read and June for approval
- ❑ Provider would not replace existing District substitutes
- ❑ Provider would recruit substitute teachers in our community to supplement our needs the way we use contracted employees to supplement Nurses, Counselors, and SPED positions

ADDITIONAL CONTEXT AND BARRIERS



- ❑ Due to consolidation, many teacher vacancies have been filled with internal candidates
- ❑ The effects of the pandemic on retention cannot yet be determined
- ❑ GPA and licensure exam requirements continue to be a barrier for many individuals



QUESTIONS