



Human Resources



Staffing Update
March 26, 2024



Last Board Report

- State of the National Teacher Shortage
- Post-Pandemic
- Wish List of Strategic Initiatives



SLPS Strategic Values



Highly Effective
Educators and
Leaders



Authentic Family
and Community
Partnership



Equitable and
Multiple Sources
of Data



Joyful and
Engaged
Students



Personalized
Supports and
Innovative Pathways



College and
Career Ready
Critical Thinkers

Values Across Our Student Goals





Ensure that every child in St. Louis Public Schools flourishes academically and socio-emotionally with effective, mission-driven educators every moment of every day.

Staff well

- The Human Resources Team will ensure that every child in St. Louis Public Schools has access to effective, certified educators and support staff in every course, classroom, and moment every day of the school year.

Serve well

- The Human Resources Team will provide exceptional service and support to the employees of SLPS, such that users will rate their experience with HR as effective or highly effective.

Empower well

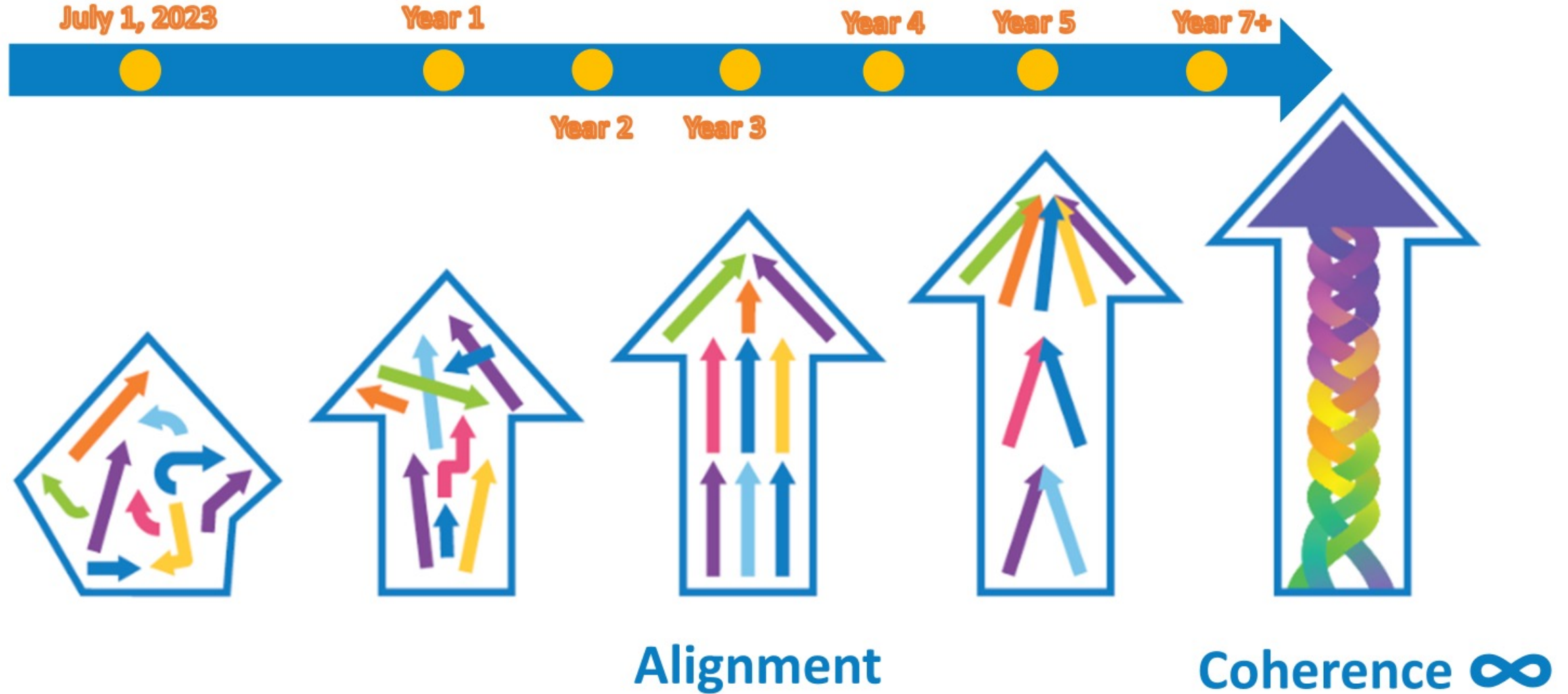
- The Human Resources Team, in partnership with other SLPS departments, will empower school leaders to lead talent work in their buildings by providing the necessary training, supports, and resources for school leaders to hire, develop, manage, and retain their employees effectively.

Our Mission



STUDENT ACHIEVEMENT

FOUR YEARS + FOUR GOALS = STUDENT ACHIEVEMENT





3rd Grade Reading

—
Growth and Proficiency



3rd Grade Math

—
Growth and Proficiency



College and Career Readiness

—
High School Students Prepared for Workforce and Post-Secondary Employment



Culture and Climate

—
Student Wellbeing

Student Success Goals





Staff by the Numbers

...and growing!

Teacher Separations 23-24



HIRES (Total Year)	2020-2021	2021-2022	2022-2023	July 1, 2023 - Present
Number of Teachers Hired	188	140	148	223*

SEPARATIONS	2020-2021	2021-2022	2022-2023	July 1, 2023 - Present
Number of Teachers Resigned	163	303	182	45
Number of Teachers Retired	64	59	32	13
Number of Teachers Terminated	14	17	20	1
Number of Other Teacher Separations (Death of Employee, Reduction in Force, etc.)	4	6	6	2
Total Separations	245	385	240	61

Vacancies 23-24



VACANCIES	Sept. 1, 2020	Oct. 4, 2021	Aug. 2, 2022	March 27, 2023	March 16, 2024
TEACHING STAFF	105	118	141	126.6	190.5
NON-TEACHING STAFF	69	124	169	281.6	200
Administrators	0	0	0	3	2
TOTAL VACANCIES	174	242	317	411.2	392.5

Hiring 23-24

Hires	2021-2022	2022-2023	YTD
Certificated Staff	157	166	237*
Non-Certified Staff	487	844	562
All Staff	644	1,010	799 (1561 selections)



Recruitment Strategies

"We Want You!"



Certification Pathways

Through the generous funding of the Parsons Blewett Memorial Fund, as well as external grant funding, Human Resources sponsors several pathways for our non-certified staff to pursue teacher certification.

Certified teachers in Missouri must have a minimum of a Bachelor's degree plus certification.

Associate of Arts




- St. Louis Community College "Stepping Stones to Teaching" Program
- Allows employees to complete their general education credits in 18-24 months before transferring to a 4-year university to finish their BA with certification

Bachelor Degree, Education



- Lincoln University "Para to Pro: Fast Track to Teaching" program
- Allows employees who have already completed their general education credits (usually in the form of an Associate degree) to complete their certification coursework in 24 months in either Special Education or Elementary Education
- We have another opportunity to share with the board at the May meeting, which would allow an additional 40 employees to complete their BA degree with certification *at no cost to the district or Parsons Blewett*

UMSL  Master Degree, Education

- UMSL "Teach in Residency" Program and SLU "STL Teaching Fellows" Program
 - Allows employees who have a Bachelor's degree in another field to complete their certification coursework and a Master's degree in 24-30 months while on a Provisional teaching certificate in a hard-to-fill content area
- 

Certification Pathways



Pathway	Candidate Retention (Current employees who completed the program or are still enrolled vs. Initial # of candidates)	% POC	% Men	% Women	Equity Placements (Hard to Fill Content Area and/or High Vacancy School)
UMSL "Teach in Residency" <i>5 Cohorts</i>	46/58* 79%	69%	10%	90%	100%
SLU "STL Teaching Fellows" <i>5 Cohorts</i>	21/32* 66%	63%	34%	66%	100%
Lincoln "Para to Pro" <i>2 Cohorts</i>	27/30 90%	87%	17%	83%	100%
St. Louis Community College "Stepping Stones" <i>1 Cohort</i>	12/12 100%	92%	25%	75%	100%

SLPS Career Fair, March 1-2



- 208 candidates attended either day of the fair
- 64 offers signed on the spot
- 46 schools and departments engaged on one or both days
- Maximum Impact: Buildings & Grounds with 14 new employees between the two days!
- Hot Spot: 14 new teachers currently in progress for the 24-25 SY!

[Career Fair](#)



SAINT LOUIS PUBLIC SCHOOLS

CAREER FAIR

Our City. Our Schools. *Your Future!*

FRIDAY March 1 10 AM - 2 PM	SATURDAY March 2 10 AM - 2 PM
NON-CERTIFICATED STAFF Inclusion Teachers, Intervention Case Aides, Teacher's Assistant and Essential Workers (Energy & Security and Building & Grounds)	CERTIFICATED STAFF & NEW TEACHERS Forest Park Dennis & Judith Jones Visitor & Education Center
SLPS Central Office 801 N. 11th St. St. Louis, MO 63101	5595 Grand Dr. St. Louis, MO 63112

For more information or questions please contact Recruitment@SLPS.org or call 314-383-0836

[SLPS.org/Teach](https://slps.org/Teach)

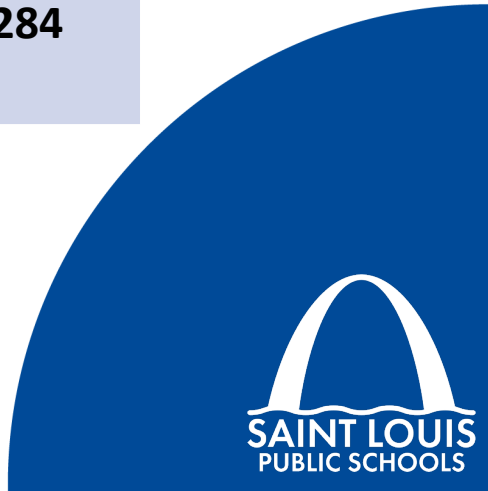


Recruitment Initiatives



- Partnerships with Indeed, Zip Recruiter, LinkedIn, Handshake, MoREAP, and MoJobs to post jobs
- Referral Incentives
- Paying for background checks and substitute certificates/credentials for non-certified instructional staff since August 2022
- Benefits/Wellness
- Relocation Assistance
- Future Teachers STL – First cohort of SLPS Graduates

	August '21 – July '22	August '22 – July '23	August '23 - Present
Number of Substitutes, Teacher Assistants, Teacher Aides, and Instructional Care Aides Cleared to Report to Schools	182	491	284



Prepare OUR FUTURE

[SLPS.org/Careers](https://slps.org/Careers)



Recruitment Initiatives

- External Job Fairs and Recruitment Events
- Partnerships with external agencies (Supplemental, AOS, Abacus) to fill high-need vacancies
- Multi-tiered advertising campaigns (billboards, digital advertising, radio, TV)
- We have another opportunity to share with the board in April in hopes of recruiting teachers from outside of the U.S.





Adjusting Practices for ILAs

- SLPS has utilized long-term substitute teachers in classrooms for years, but we started using the term of Interim Learning Associate in 2021.
- We now employ 272 ILAs as Teachers of Record in the district, and we are working to move each one of them toward teacher certification.
- As such, we have a proposal for the Superintendent's Cabinet to discuss in April. We will then share the proposal with Local 420 and the Board.
- The proposal includes term limits for ILAs not moving toward certification, shifts in coaching, ongoing professional development, and more thorough program coordination.





Retention Strategies

Local 420 Partnership

- Saint Louis Public Schools' (SLPS) teachers and staff represented by the American Federation of Teachers (AFT) Local 420 have agreed to a contract unprecedented pay increase over the next three years and extend what has been a national model of cooperation between labor and management.
- In another first, employees who previously had to go unpaid on inclement weather days will now be compensated. Full payment for two inclement weather days each year is included for those workers within the agreement.





Impact

OUR

FUTURE

[SLPS.org/Careers](https://slps.org/Careers)

Retention Initiatives

- Staff Anniversaries celebrations in May
 - All staff members celebrating a 5-, 10-, 15-year, etc., milestone with SLPS in 2024 will receive a certificate and award for their years of service
- Career Ladder
 - 100 SLPS teachers are currently participating in this state-funded initiative and will receive \$1,500-\$5,000 for their extracurricular leadership activities
- Compensation for Cooperating Teachers
 - 36 SLPS teachers were paid a stipend for hosting student teachers, practicum students, or student interns this school year
- Student Interns (paid student teaching)
 - 10 participants in the 23-24 school year who are now committed to teach with SLPS for at least 2 years

Honor our past.
Embrace our present.
Inspire our future.

Together, let's pave the way for a **brighter** tomorrow.



Thank
you ❤️



SLPS.org