



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 10.3

Meeting Date: March 3, 2016

Subject: Teacher Recruitment Strategies

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Division: Human Resource Services

Recommendation: This is an informational item intended to provide a current context/picture of the status of teacher recruitment strategies/activities taking place in light of the teacher shortage across the State of California.

Background/Rationale: The State of California is currently experiencing a growing teacher shortage. The supply of new teachers is low and it is anticipated that tens of thousands of additional teachers will be needed in districts across the state. With decreased enrollment rates in teacher preparation programs and all districts facing the same struggles, there is a need to expand beyond the traditional recruitment methods.

Financial Considerations: Work is taking place within the current budget allocation and we will continue to work with the Budget Department.

LCAP Goal(s): College and Career Ready Students; Safe, Clean, and Healthy Schools; Family and Community Engagement

Documents Attached:

1. Executive Summary

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| <p>Estimated Time of Presentation: 15 minutes Submitted by: Cancy McArn, Chief Human Resources Officer Approved by: José L. Banda, Superintendent</p> |
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Board of Education Executive Summary

Human Resource Services

Teacher Recruitment Strategies

March 3, 2016



I. OVERVIEW / HISTORY

The State of California is currently experiencing a growing teacher shortage. As a part of our larger and aggressive recruitment efforts this year; the District continues to partner with local fully accredited teacher preparation programs, in an effort to grow our own. There is a need to expand beyond the traditional recruitment methods.

II. DRIVING GOVERNANCE

The State of California is currently experiencing a growing teacher shortage. The supply of new teachers is low and it is anticipated that tens of thousands of additional teachers will be needed in districts across the state. With decreased enrollment rates in teacher preparation programs and all districts facing the same struggles, there is a need to expand beyond the tradition recruitment methods.

III. BUDGET

Work is taking place within the current budget allocation and we will continue to work with the Budget Department.

IV. GOALS, OBJECTIVES, AND MEASURES

In order to meet our anticipated need of teachers we are coordinating our efforts to ensure that we have a highly qualified teacher in each classroom at the beginning of the school year. One of our goals of our recruitment is to provide a balance of experienced and newly graduated educators. To that end, our Recruitment Strategies have included: organizing a Recruitment Advisory Committee, hosting and attending recruitment fairs, developing an exclusive partnership with California State University, Sacramento in order to give us a first view of their spring student-intern graduates, creating and implementing a SCUSD specific cohort with Fortune School of Education, Out of State college recruitment tours specifically to Historically Black Colleges and Universities, and reviving our Special Education Cohort/Partnership with California State University, Sacramento.

V. MAJOR INITIATIVES

The following are in alignment with the District's LCAP goals; Human Resource Services has developed recruitment strategies to meet the needs of hiring highly qualified teachers for our classrooms.

- Creation of programs that will support teachers newly entering the teaching profession to include induction services for all credentials.
- Exploring classified employees interests that currently hold BA (utilizing our contract language for the Teacher Candidate program)
- Partnered with LAT Careers (specializing in teacher candidates with bilingual abilities)
- One-One conversations with fully credentialed substitutes currently serving SCUSD
- Provide students and staff with culturally relevant social, emotional and health supports

Board of Education Executive Summary

Human Resource Services

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- Build and maintain safe and supportive school climates
- Improve teacher and leader practice
- MIP- advertising in World Journal Chinese Newspaper (the largest daily US circulation)
- On-going partnership with Sacramento County Office of Education and Teachers College to utilize their interns currently obtaining their credential

VI. RESULTS

Students entering classrooms that are fully staffed by highly qualified teachers will result in College and Career Ready Students.

VII. LESSONS LEARNED / NEXT STEPS

Staff has been encouraged by the results realized this far. We are building a network with other districts and sharing best practices, strengthening our partnerships with community organizations, continuing to aggressively recruit utilizing flexible strategies.