



MAGNOLIA PUBLIC SCHOOLS

Board Of Directors

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| Board Agenda Item # | VII C |
| Date: | 09.10.2015 |
| To: | Board of Directors |
| From: | Terri F. Boatman, Director of Human Resources |
| Staff Lead: | Oswaldo Diaz, Chief Financial Officer |
| RE: | Teacher Hiring Report |

Proposed Board Recommendation

Information item, no actions needed.

Background

The attached report highlights teacher hiring for the 2015-2016 School Year.

Budget Implications

None

Name of Staff Originator:

Terri Boatman, Director of Human Resources

Attachments

Teacher Hiring Report

Board Report

2015-2016 Teacher Hiring

The following table outlines teacher positions by school for the 2015-2016 school.

The table is designed to not only identify openings, but also to highlight the number of returning teachers. It is important to measure retention in addition to openings as proactive retention efforts reduce the need for exhausting recruiting efforts. Studies show that most first year teachers leave the field within five years.

| School | 2015-16 Budgeted HC | Returning Teachers | New Hires | Remaining Openings | % of New Hires |
|--------------|------------------------|-----------------------|-----------|-----------------------|-------------------|
| MSA-1 | 32 | 22 | 10 | 0 | 31% |
| MSA-2 | 28 | 22 | 5 | 0 | 18% |
| MSA-3 | 24 | 14 | 10 | 0 | 42% |
| MSA-4 | 11 | 6 | 5 | 0 | 45% |
| MSA-5 | 9 | 4 | 4 | 1* | 56% |
| MSA-6 | 8 | 8 | 0 | 0 | 0 |
| MSA-7 | 14 | 14 | 0 | 0 | 0 |
| MSA-8 | 26 | 15 | 11 | 0 | 42% |
| MSA-SD | 25 | 14 | 9 | 2 | 44% |
| MSA-SA | 11 | 10 | 1 | 0 | 9% |
| MSA-SC | 9.5 | 5 | 4.5 | 0 | 47% |
| TOTAL | | | | | |

*Offer pending at the time of this report.

Action Plan:

Current:

- We continue to use Edjoin to recruit for positions.

Long term:

- More robust onboarding process for new hires
- Increased focus on employee engagement and retention activities
- Initiate recruiting at the beginning of the second semester versus after the offer letter process
- Proactive recruiting to build a pipeline of talent which includes:
 - Building relationships with colleges
 - Use of social media including LinkedIn and Facebook to bill Magnolia Public Schools as the "Employer of Choice"
 - Year Round Recruiting efforts in preparation for potential turnover
- Restart of International Teacher Recruiting Program