



Human Resources Update

2024-2025 Staffing Information

August 1, 2024



Strategic plan: Priority #3

- Goal 1: CCS will recruit and retain licensed and properly endorsed staff.
- Goal 2: All CCS staff will engage in mean, relevant, timely, and personalized professional learning.
- Goal 3: CCS will recruit and retain teachers of color.
- Goal 4: CCS will value staff voice.



Hiring Season 2024

- **63 Openings in mid-July**
 - Included 10 Elementary Teacher Openings
 - An average of 10 Teacher Openings at Buford and Charlottesville High School
 - Greenbrier & Johnson teaching staff fully hired in early June
- **6 Late Resignations**

Current Openings

- 26 Openings
- 12 Classroom Teachers
- 7 Specialist*
- 3 Instructional Assistants
- 2 Nurses*
- 1 Custodian
- 1 MLK, Jr. Performing Arts Center Manager
- 1 Coordinator

* Includes a part-time position



Current Elementary Openings

- **3 Classroom Teachers**
- 1 Gifted Specialist
- 1 Part-Time Elementary Reading Specialist
- 1 Speech Language Pathologist
- 1 Special Education Instructional Assistant
- 1 Part-time Nurse

* One additional teacher added 7/29/2024 due to enrollment projections



Current Secondary Openings

- **9 Classroom Teachers**
- 1 Math Specialist
- 1 Science Facilitator/Specialist
- 1 Secondary Literacy Lead/Specialist
- 1 Speech Language Pathologist
- 2 Special Education Instructional Assistant
- 1 Nurse
- 1 Custodian





Recruit & Retention Efforts

- **7 Teacher Openings filled with Indeed Applicants**
 - Educators Returning to the Profession
 - Educators Relocating to Charlottesville
 - Career Switchers
- **3 Long-term Substitutes**
 - All are actively working on licensure
- **2 Site-based Substitutes**
 - Both are actively working on licensure



Next steps

- Continue to Advertise for Positions and Hire Qualified Candidates
- Support New Hires with the Completion of Licensure Process
- Support New Hires with Mentors
- Continue strategic marketing of positions on Indeed