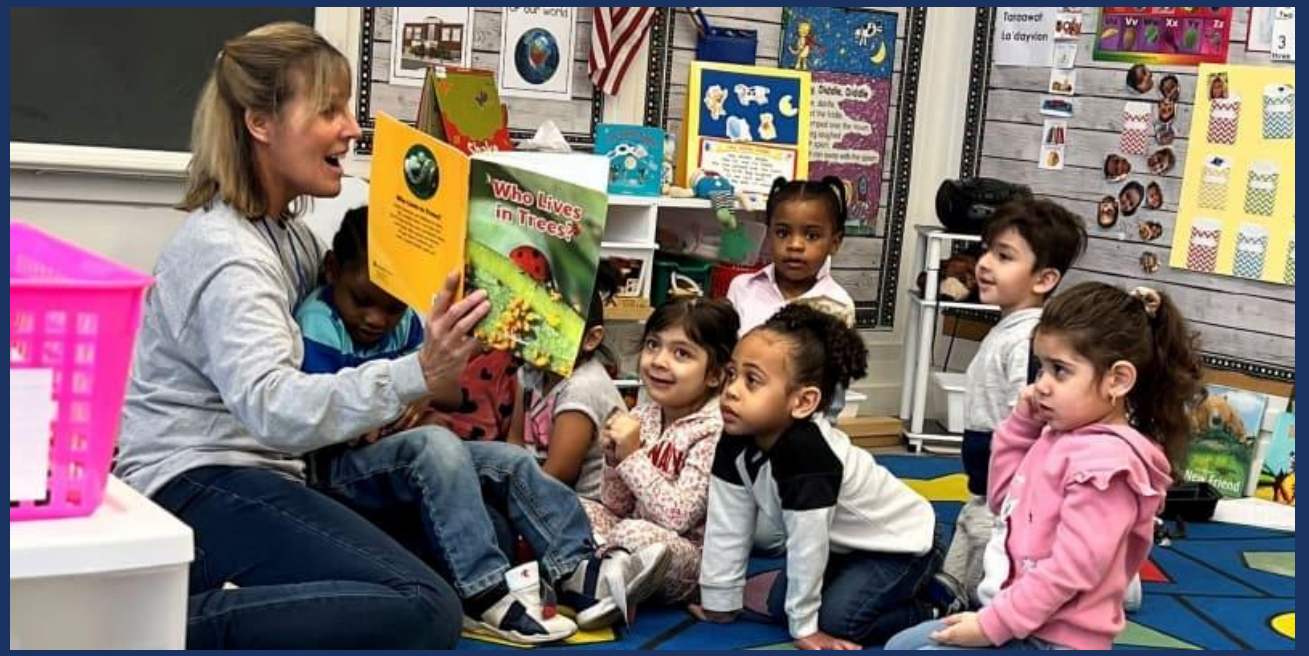
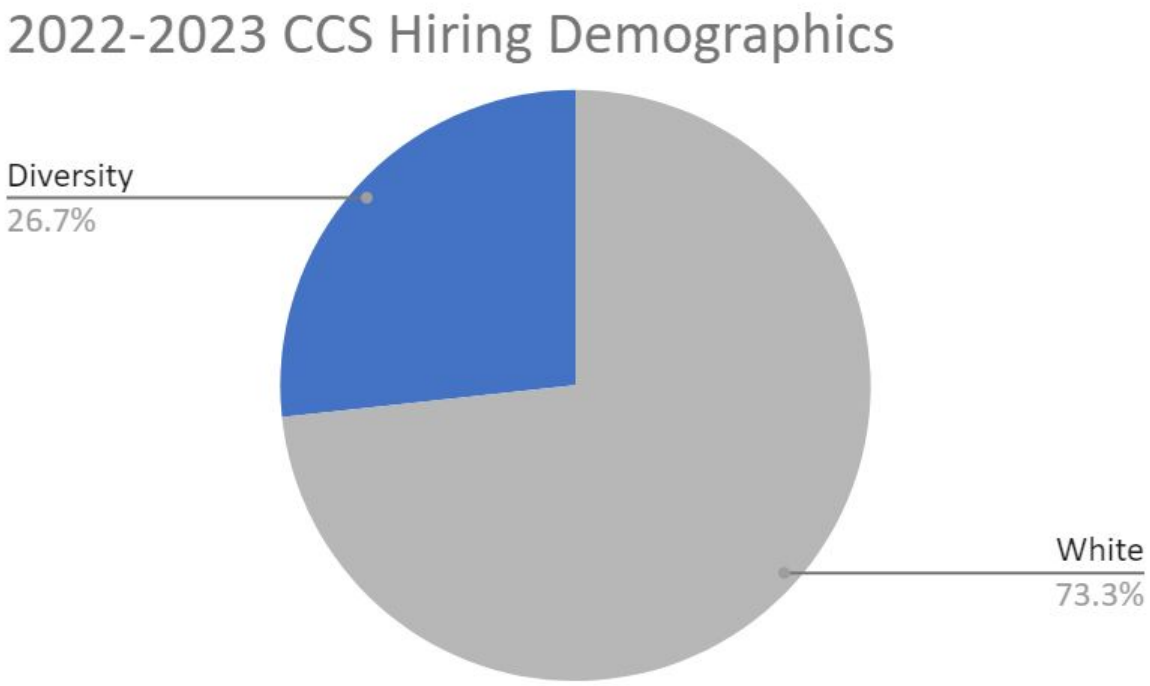
2022-2023 RECRUITMENT PLAN

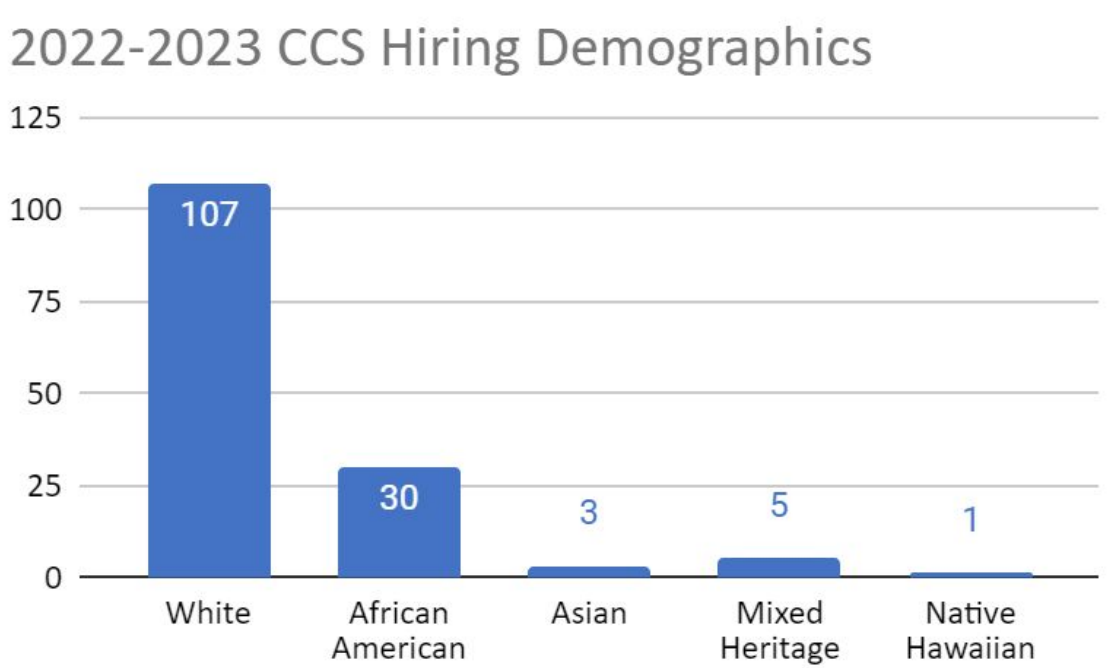
JANUARY 2023 - SCHOOL BOARD UPDATE



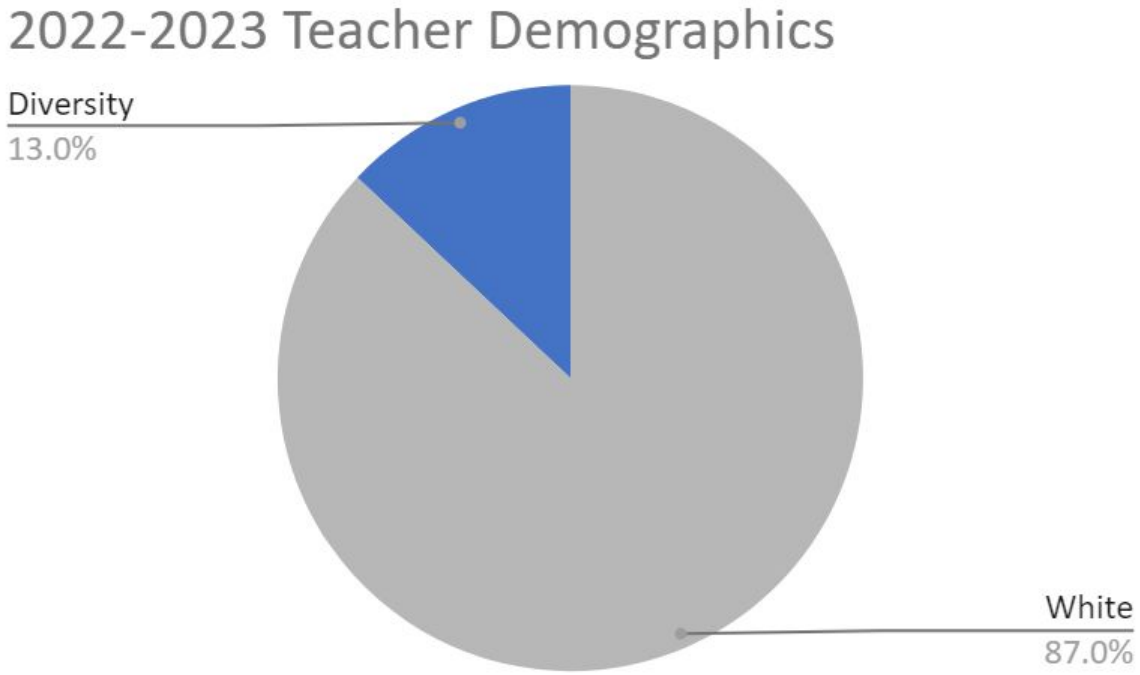
- 2022-2023 Staff
- Recruitment
- Retention

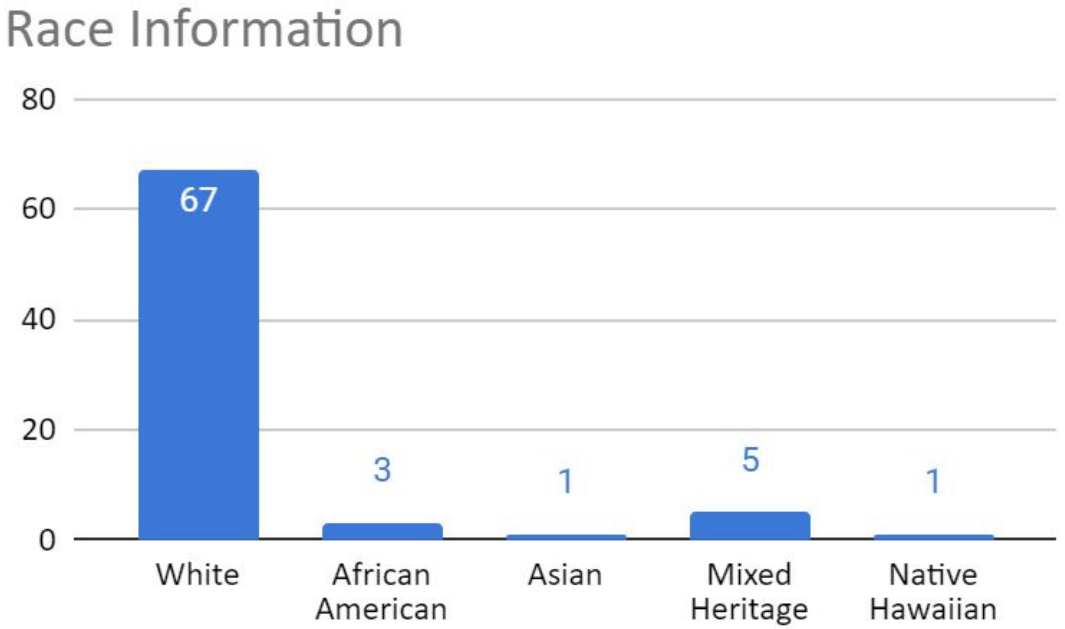
2022-2023 Hiring Trends



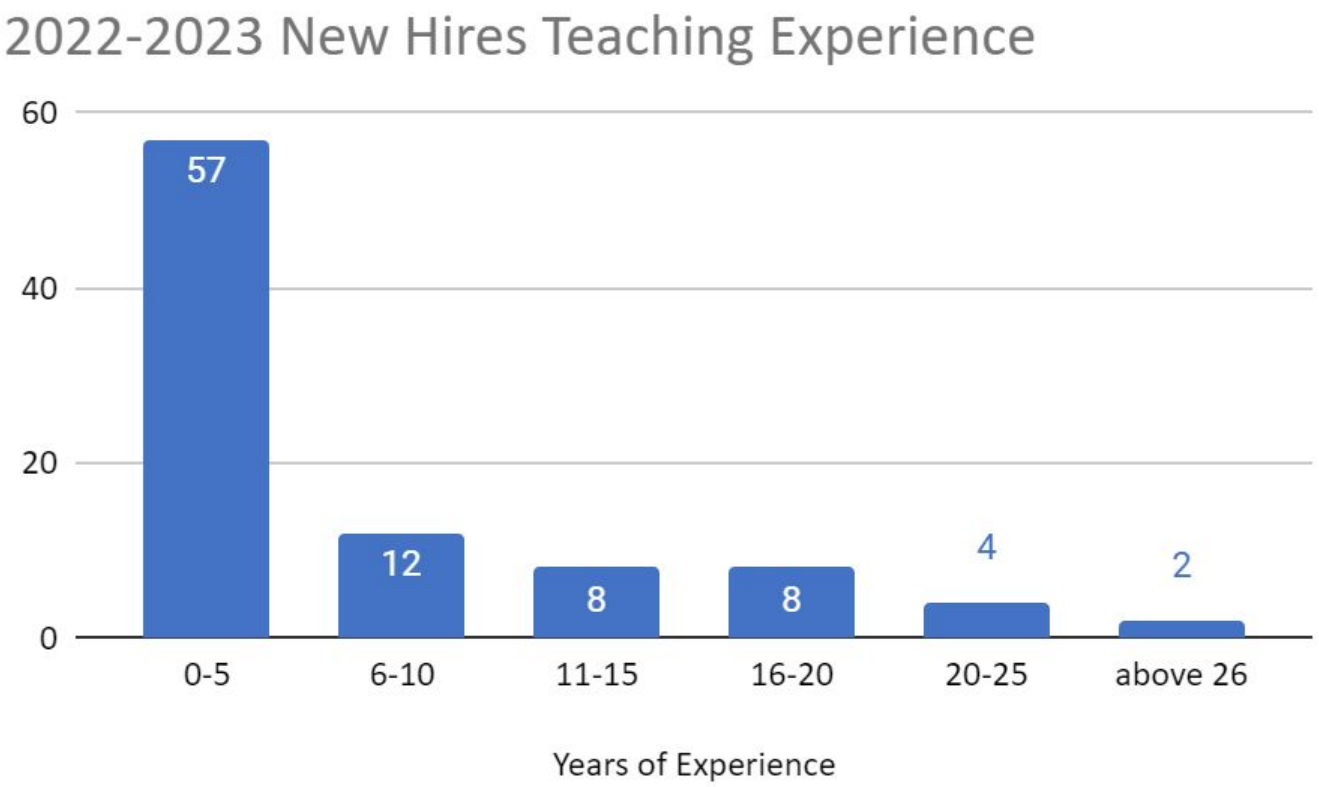


2022-2023 Hiring Trends



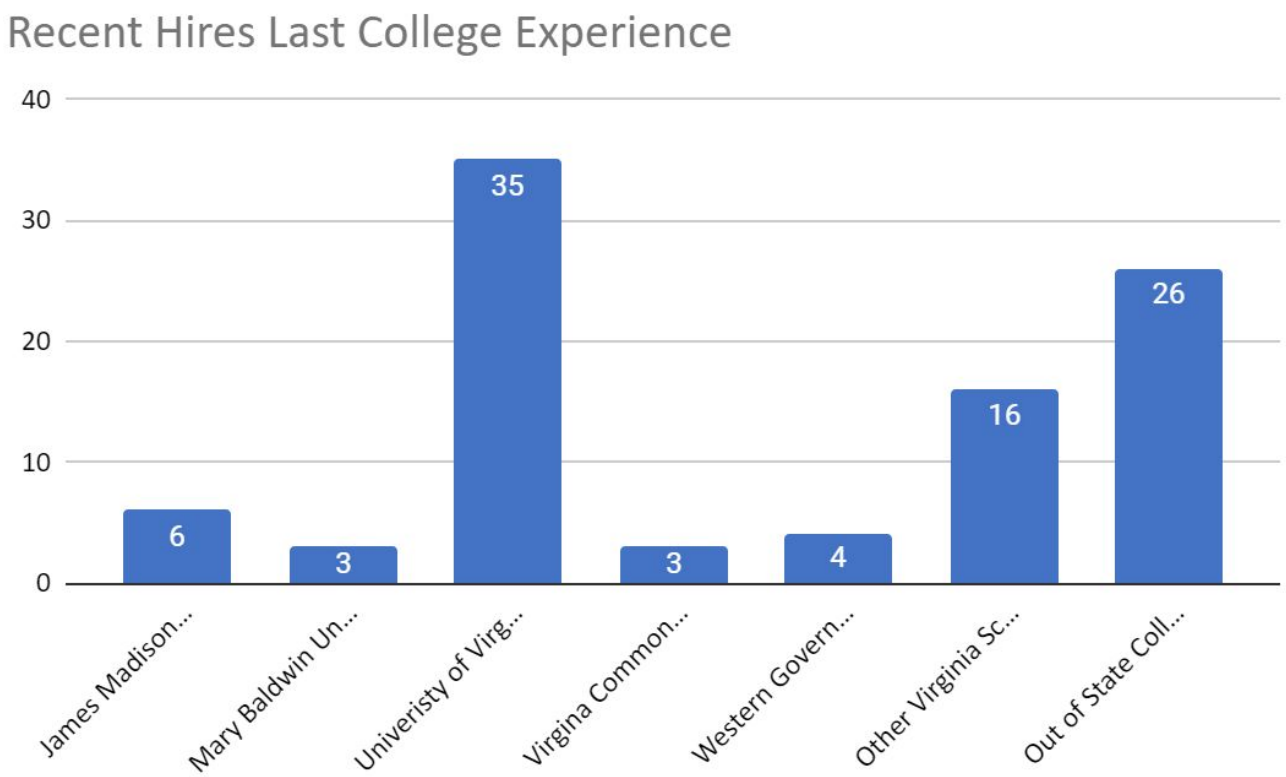


2022-2023 Hiring Trends



- 20 New Educators
  - 2 former Instructional Assistants
  - 17 completed student-teaching in the division last year

2022-2023 Hiring Trends



Recruitment

- Recruitment Efforts will be focused
  - filling high needs area
    - Special Education
    - Secondary English
    - Secondary Math & Science
    - Nurses
    - Instructional Assistants
  - on diversifying the applicant pool with specific integrations of
    - Historically Black Colleges & Universities
    - Piedmont Community College
    - Germanna Community College

Recruitment

- Strategies
  - Involve administrators and educators in the recruitment process
  - Work closely with graduate schools specifically student-teacher and intern placements
  - Integrate the use of career services at colleges and universities
  - Involve Virginia Career Works

PVCC

VIRGINIA CAREER WORKS

HBCU
HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

GERMANNA COMMUNITY COLLEGE

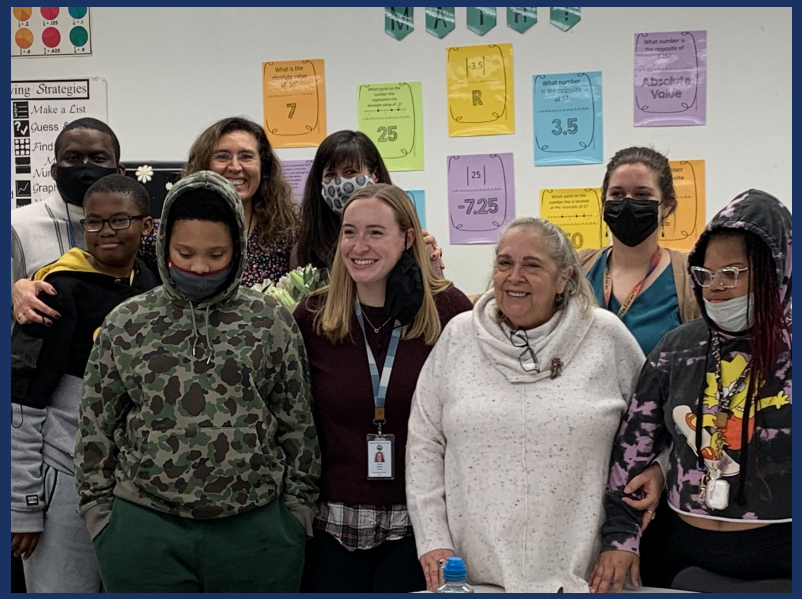
Recruitment

"According to new benchmarking data from the Society for Human Resource Management (SHRM), the average cost per hire was nearly $4,700."

(Navarra, K. 2022, *SHRM*, accessed 15 December 2022, <https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/the-real-costs-of-recruitment.aspx>)

Retention

- Benefits
  - medical benefits expanded to include HSA (High Deductible Health Plan)
  - plans to expanding the wellness program
- Professional Development opportunities
  - graduate leadership cohort
  - Instructional Assistant (IA) to Teacher
- **Pilot Integration**: 30-60-90 check-in's with new hires
  - Understanding the areas of strength and areas of concerns

Thank you!

Questions?