



CHARLOTTESVILLE CITY SCHOOLS

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SUPPORTIVE INFORMATION SHEET CHARLOTTESVILLE CITY SCHOOL BOARD

DATE:	January 9, 2025
SUBJECT:	2024-2025 Recruitment Plan - Dr. Adam Hastings
BACKGROUND INFORMATION:	Dr. Adam Hastings, Administrator of Human Resources and Student Data, will present a retention and recruitment plan. The presentation will address current openings, retention efforts, and recruitment strategies.
STRATEGIC PLAN:	Priority # 3 - Support Our Staff <ul style="list-style-type: none">● All schools will be fully staffed by September 1 each year● Annual increase in the retention rate of teachers by 2% or more with an overall goal of 90% or higher retention rate.● Make annual progress toward hiring licensed staff of color. The goal is for staff minority representation to match or exceed Charlottesville's area demographics.● Supply pathways for 5 or more current unlicensed employees to become licensed staff.
RECOMMENDATION:	This is an information update.
ACTION REQUIRED:	None
CONTACT PERSON(S):	Maria Lewis, Director of Human Resources