

# Recruitment and Retention 2024-25

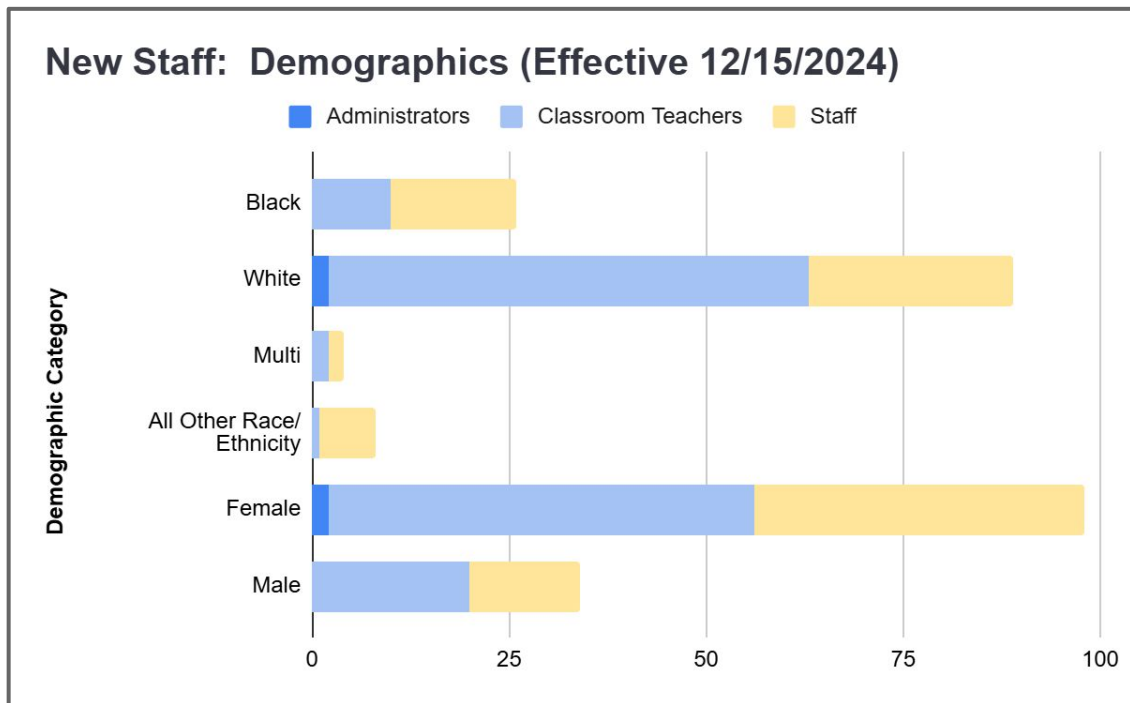
*Developing Our Culture of Recruitment, Retention, and Growth*

# 2024-25: Hiring Data for New Staff

Hiring is ongoing for the current school year.

As of 12/15/2024:

- 132 total new staff
  - 4 Administrators
  - 74 Teachers
  - 56 Staff



# Openings by Location and Role

## Division Wide

- Total Openings: (8.5 Positions)
  - 1 Administrator
  - 7.5 Teachers (+2 PT Teachers)
  - 4 Instructional Assistants
- 5 Substitute Roles
  - Custodian
  - Instructional Assistant
  - Nurse
  - Nutrition
  - Teacher



# Openings by Location and Role

## **Burnley-Moran Elementary School - 3 Openings**

- 1 Assistant Principal
- 1 Teacher
- 1 Instructional Assistant

## **Greenbrier Elementary School - Fully Staffed**

## **Jackson-Via Elementary School - 1.5 Openings**

- .5 Reading Specialist
- 2 Instructional Assistants (newly added)

## **Johnson Elementary School - 1 Opening**

- 1 Teacher (Part-Time) ESL (newly added)

## **Summit Elementary School - 1 Openings**

- 1 Teacher

## **Trailblazer Elementary School - 1 Opening**

- 1 Teacher (Part-Time)

# Openings by Location and Role

## **Walker Upper Elementary School - Fully Staffed**

### **Buford Middle School - 3 Openings**

- 2 Teachers (+1 Anticipated)
- 1 Instructional Assistants

### **Charlottesville High School - 3 Openings**

- 3 Teachers

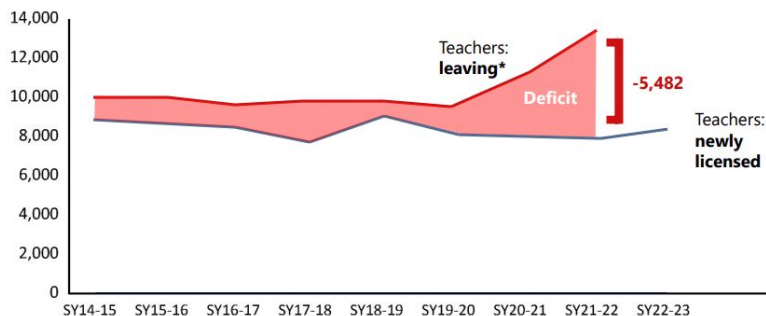
## **Lugo-McGinness Academy - Fully Staffed**

## **CATEC - Fully Staffed**

# JLARC: Virginia's K12 Teacher Pipeline

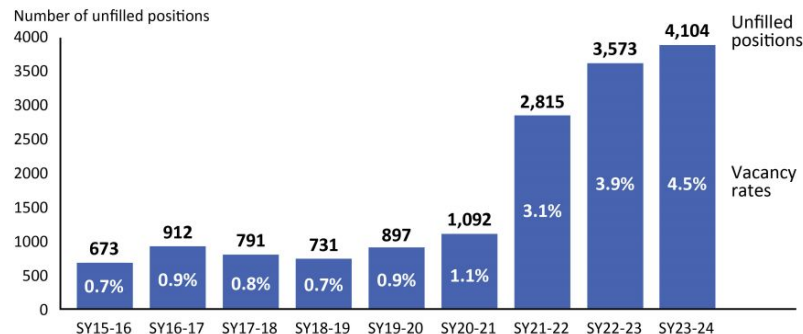
*Takeaway: Virginia is facing continued and growing challenges for teacher training, recruitment, and retention.*

## Latest available data shows continued deficit between newly licensed teachers and those leaving



\* 2023 data on teachers leaving not available until early 2024

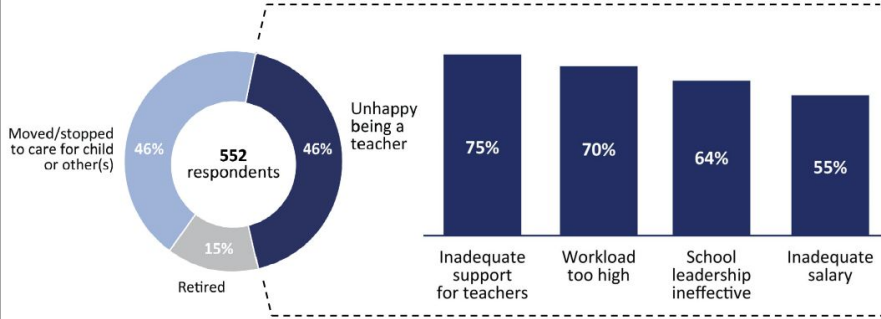
## Vacant teaching positions continue to be above historical trend



Note: Figure updated with revised data from divisions 9/22/23. Teacher vacancies reported as of October 1, 2022 for SY15-16 through SY22-23. Actual or anticipated vacancies on first day of school for 123 divisions for SY23-24.

# Teacher Departures: JLARC & CCS

Teachers reported leaving for personal reasons, or because they were unhappy being a teacher



Note: Feedback from JLARC survey of licensed teachers who are not currently teaching in a Virginia public school, 2023. Individuals could select multiple reasons for leaving public K-12 teaching.

## Teacher Departures: 2023-24

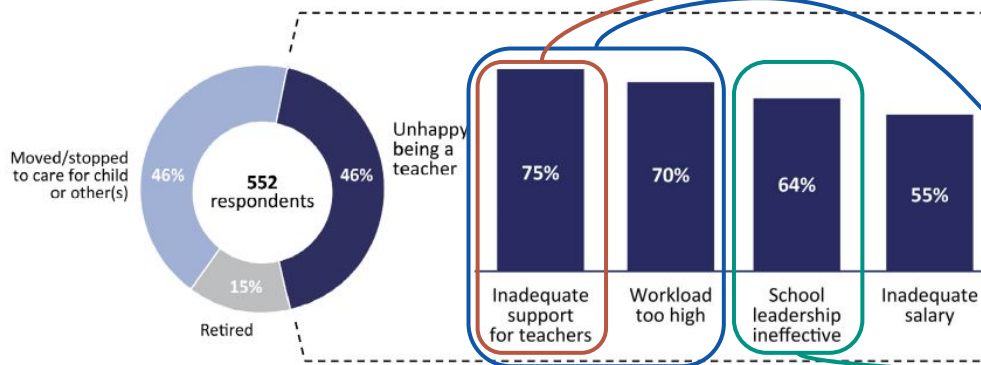
Reason	Count	%
Personal (Unhappy with School Leadership)	9	10.6%
Personal (Health/Family)	7	8.2%
New Opportunity (Career choice)	34	40.0%
New Opportunity (Promotion or Outside of Education)	4	4.7%
Non-renewal/1-Year Contract	8	9.4%
Relocation	14	16.5%
Retirement	9	10.6%
<b>Total</b>	<b>85</b>	

## Teacher Departures: Current Year to Date

Reason	Count	%
New Opportunity (Promotion or Outside of Education)	1	14.3%
Personal (Health or Family)	5	71.4%
Personal (Unhappy with School Leadership)	1	14.3%
<b>Total</b>	<b>7</b>	

# Teacher Departure: CCS Detail

Teachers reported leaving for personal reasons, or because they were unhappy being a teacher



CCS SP Priority 3

2025-2026  
All staff Mental Health Days

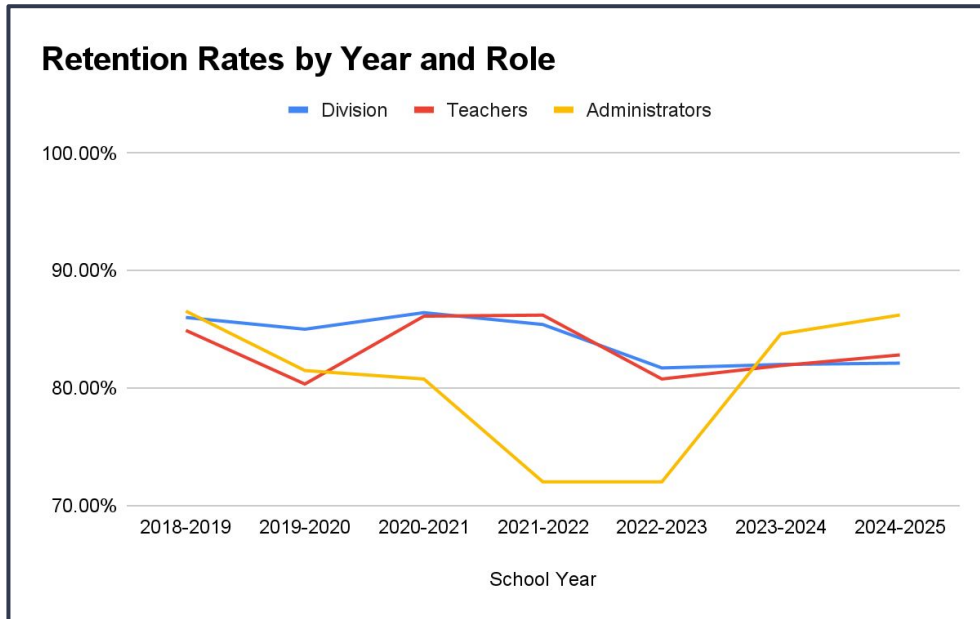
SY21-22 → SY 24-25:  
+ 12.21% administrator retention

Note: Feedback from JLARC survey of licensed teachers who are not currently teaching in a Virginia public school, 2023. Individuals could select multiple reasons for leaving public K-12 teaching.



# Retention Rates: A Multi-year Perspective

*Takeaway: Continued yet moderate increases for two years.*



School Year	Division	Teachers	Administrators
2018-2019	86.00%	84.90%	86.54%
2019-2020	85.00%	80.33%	81.48%
2020-2021	86.41%	86.11%	80.76%
2021-2022	85.40%	86.20%	72.00%
2022-2023	81.70%	80.76%	72.00%
2023-2024	82.00%	81.90%	84.60%
<b>2024-2025</b>	<b>82.11%</b>	<b>82.81%</b>	<b>86.21%</b>

63% of staff departures (all staff) were for employees with salaries below the [Self-Sufficiency Standard](#) for an average family in Charlottesville City [\$60,876.27].

# Retention Strategies: 2024-25 [HR Efforts]

## Priority 3: Support Our Staff



**PRIORITY 3**

**SUPPORT OUR STAFF**

**Goals**

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

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- Staff Wellness
  - Employee Assistance Program
  - Care Solace
  - Health/Exercise Facility Memberships
- 30-60-90 Meetings w/ HR
- Tuition Reimbursement - \$1,000/year
- Support for new/novice teachers
  - Mentoring and individual coaching
- Individualized licensure support from HR
  - Supporting provisionally-licensed teachers
- Growing Our Own
  - IA → Teacher Pathway (3 in SY 23-24)
  - Administrative Internships placements w/in CCS
- Pathway from Provisional to Fully-licensed Teacher
- Substitute Teacher Recruitment and Training

# Retention Strategies: 2024-25 [PL Efforts]

## Priority 3: Support Our Staff



- Choice in Professional Learning
  - Multifaceted, ongoing plan for professional learning
- Division-wide PL Days
- School-based PL
- Professional Learning Communities
- Targeted PL for teams and schools, as needed
- Instructional coaching
  - Schoolwide support
  - Individualized support for new teachers
- Mentoring and individual coaching
- Targeted support for novice teachers
- Opportunities to lead PL
- Assistant Principal PL series
- Recently-Appointed Administrator's Program through VA Tech

# Promoting Retention through Instructional Support

## Priority 3: Support Our Staff

**PRIORITY 3**

**SUPPORT OUR STAFF**

**Goals**

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

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- Graduated/structured Support for Novice Teachers including mentoring and individual coaching
- Targeted support for novice teachers. Direct PL/HR connection for Title IIA planning
- Embedded school-based supports for all teachers
  - Department Leads
  - Grade-level Leads
  - Math & Reading Specialists
  - Reading Specialists
  - Instructional Coaches
- Professional Learning Communities (PLC)
  - Collaboration with Colleagues
  - Curriculum Mapping, including summer PL work w/ compensation

# Recruitment Efforts: 2024-25

## **In-Person Recruiting**

In-person recruiting allows for face-to-face networking and on-site interviews for selected candidates. In addition to HR team members, attendance at recruiting events is supported by division staff (e.g. coordinators, administrators) with connections to or interest in specific institutions.

In-person recruiting efforts are planned or underway for these local, regional, and post-secondary partners →

Certified Roles (e.g. classroom teachers, school mental health professionals, administrators, substitute teachers)

- City of Charlottesville
- George Mason University
- James Madison University
- Longwood University
- Mary Baldwin University
- Millersville University
- Piedmont Virginia Community College
- Radford University
- University of Virginia
- Virginia Commonwealth University
- Virginia Polytechnic Institute and State University
- Virginia State University
- Virginia Union University
- William & Mary

Classified Roles (e.g. custodians, nutrition workers, bus drivers, substitute teachers)

- City of Charlottesville
- Piedmont Virginia Community College
- University of Virginia

# Recruitment Efforts: 2024-25

## Student Teachers: Training Our Next Generation of Teachers

- To support a cohesive plan for student teaching and clinical placements in CCS, the HR team has worked with regional four-year university partners to increase recruitment and grow Charlottesville as a location of choice for placements.
- This includes centralized communication through HR with four-year partners and the implementation of a single HR point of contact for CCS staff for placement requests.

## For the spring 2025 semester:

- **88 CCS teachers and certified staff volunteered** to take on a student teacher or other clinical placement.

## As of December 13, 2024, 40 placements are arranged.

- This includes **30 elementary** placements and **10 secondary** placements.
- Nine placements are in Special Education  
**Four Special Education generalists** and **Five Speech Language Pathologists.**
- This number may continue to increase into the spring term.

# Growing Our Own

Pursuing the VDOE Alternative Route  
to Licensure Program

Through this program, CCS can recruit *Associate Teachers* to fill the role of a classroom teacher while completing licensure. Candidates must:

- Hold a Bachelor's degree
- Actively pursuing licensure
- Eligible to obtain licensure within one year
- Will benefit from support through a structured program

CCS is currently in the application stage for VDOE approval.



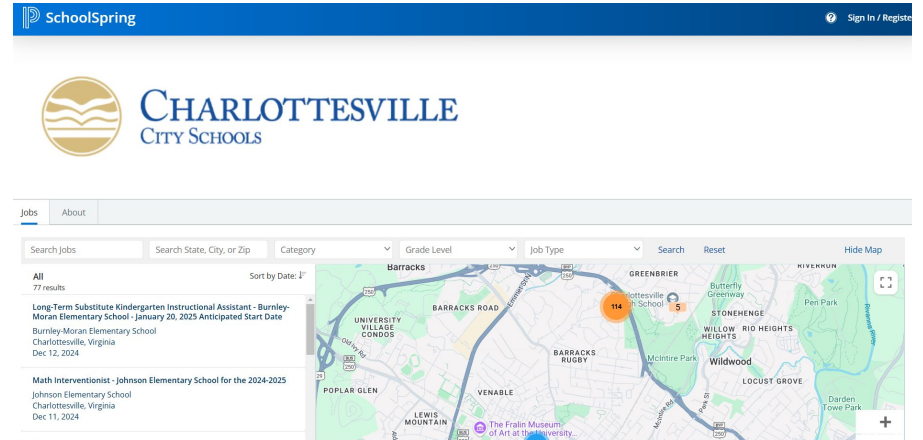
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# Applicant Tracking: Improving Our Tool

## Applicant Tracking System: Improving Access to and for Applicants

- CCS has upgraded its Applicant Tracking System for the 2025 recruiting system. This includes a changeover to PowerSchool SchoolSpring. With a [branded landing page](#) and location-based searching, the new system has a modernized user interface directly linked to job openings and application submission.
- CCS jobs are now searchable in the [SchoolSpring national database](#) of job openings.







SAVE THE DATE!

## CCS Spring Job Fair

- March 1, 2025
- 9:00AM-1:00PM
- Charlottesville High School

*Offering:*

- *On-site interviews for anticipated 2025-26 openings.*