

2024-2025 Staffing Forecast/Hiring Timelines

*Improving Systems-Progress Monitoring
Committee of the Whole*

April 2, 2024



Our Vision

The Duluth Public Schools Recruitment and Retention Plan will serve as the strategic blueprint for recruiting, hiring and retaining quality employees in the Duluth Public School District.

It is a yearly process of attracting, developing, supporting and retaining highly qualified teachers and support staff at schools and across the district.

Staffing Process

- Meet with Key Leaders to review current staff lists
- Utilize projections for future personnel needs based on student growth, replacements, and retirements
- Consider financial constraints as they apply to future personnel needs
- Use a cooperative approach and include other administrators (e.g., directors, principals) as appropriate in making staff decisions.

Staffing Timelines

- January 18, 2024 Assignment and Transfer QLT meeting
- February 16, 2024 ESSER Displacements given (42)
- February 27, 2024 Principal Staffing Meetings started
- March 1, 2024 ESSER Replacement positions posted (28)
 - postings every Friday thereafter
 - 71 positions posted and 32 positions filled to date
- March 18, 2024 All other Displacements given (49)
 - 24 hour postings, Out of Field Placements, Temporary positions, Long Term Substitutes, Tier 1 Licensure
- April 22, 2024 Second Round of Principal Staffing Meeting start

Staffing Resources

- Competitive Hiring Timelines
- Attend job fairs/recruitment events
 - April 1, 2024 Shakopee Hiring Fair
- Increase job posting locations, Utilize Social Media
- Updated, abbreviated, job specific application process
- Clear Recruitment Materials
- Diverse screening and interview teams

Questions?