

# Executive Summary

## Prepared for Board of Trustees Meeting

### January 10, 2017

## Bilingual Recruiting Information

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### **Board Goal:**

Human Resources...

In pursuit of excellence, the district will:

- develop and expect a consistently high level of, and respect for, professional performance by all staff
- recruit, select, employ and retain teachers in every classroom because of substantive experience in the discipline they teach, rather than in auxiliary functions
- maintain a diverse workforce with respect to qualifications, expertise, and commitment to excellence

### **Purpose of Report**

This report is designed to communicate the recruiting efforts of the bilingual recruiting committee which is focused on retaining and recruiting highly talented bilingual teachers.

### **Objectives**

- To inform the Board about recruiting events that have taken place regarding bilingual teacher recruitment
- To inform the Board about the success of the partnership with TWU and the 50/50 program
- To seek additional funding to expand the number of student teachers that can serve in the 50/50 program

### **Operational Impact**

Expanding the 50/50 program to include 8 student teachers a semester would be equivalent to adding 4 Paraprofessional FTE's. The budget impact would be an annual expense of \$75,278.

### **Results**

The results of recruiting efforts of the bilingual committee and the expansion of the 50/50 program would lead to the hiring and Retainment of high quality bilingual teachers. This is a critical need area for Denton ISD students since our bilingual population continues to increase.