

Executive Summary

Prepared for Board of Trustees Meeting

January 21, 2014

Discussion of Teacher Shortage Areas

Board Goal: *(Identify the Board Goal this agenda item relates to)*

- Celebrate and respect the diversity in our Denton ISD Community
- Foster a positive and welcoming environment that encourages parent and community partnerships to achieve success for all our students
- Maintain a diverse workforce with respect to qualifications, expertise, and commitment to excellence (I think you can evaluate excellence, make people accountable for excellence, but must hire for the commitment to excellence).

Purpose of Report (A brief statement of the purpose or intent of the programs or activity for which the report is written).

To share information concerning how we are going to strategically recruit and hire hard to fill teaching positions.

Objectives (One sentence, bulleted statements of the objectives of the programs or activity for which the report is written)

- Recruit, market, and hire talented teachers
- Hire bilingual candidates year around
- Place permanent substitutes at every campus
- Partner with Denton campuses, local universities, and the community to develop a “Grow Your Own” dynamic program

Operational Impact (Include facts and figures as to personnel needs, budget impact, facilities impact, and time frame, commitment(s) required from the District, etc. Report “bottom line” in this section.)

Estimated cost \$90,000 - \$100,000

Results (A brief summary of what the program or activity for which the report is written can be expected to accomplish. Discuss the advantages *and* disadvantages of the proposal. Include in the report (but not in this summary) any evaluative data which may help illustrate program status or progress.)

- We expect utilizing permanent substitutes that are certified bilingual, special education, math, and science will provide our campus principals the opportunity to look at the

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potential talent of these highly sought after candidates daily. That exposure will help in the hiring process for the following school year.

- We expect that having permanent substitutes on most campuses will provide opportunities for teachers to observe and coach other teachers as promoted by our Curriculum and Instruction Division.
- We expect that a comprehensive “Grow Your Own” program will help provide the hard to find talent needed to better meet the needs of our students and reflect the diversity that we want and respect.

Other Options (List all other options that are available for the Board to consider.)