

Recruiting and Retaining

*Improving Systems-Progress Monitoring
Committee of the Whole*

September 7, 2023



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.

Key Tasks

- Define Recruitment Needs
- Develop a compelling recruitment message
- Create a recruitment/retention plan

Recruitment Needs

- Assess staffing requirements across all departments and identify where recruitment is needed.
 - Meet with building and department leaders three times during the school year to review staffing.
- Identify all viable applicants and to motivate individuals to seek employment within our district.
 - Discuss strategies to fill hard-to-fill positions.

Recruitment messaging

- Candidates need motivation to work for ISD709.
- That motivation comes from the recruitment message.
- Employer messaging affects recruitment of new employees, retention and engagement of current employees, and the overall perception of the District.

Recruitment Messaging

- Who are we?
 - Alignment of mission, vision and core values
- Why are we an employer of choice?
 - Work Environment
 - Culture
 - Career
- What do we offer?
 - Benefits
 - Compensation
 - Professional Development

Recruitment/Retention Plan

This is the first phase of a multi-year development process of attracting, developing and retaining highly qualified teachers and staff at our schools and across the district.

Recruitment/Retention Plan

- Updated, abbreviated, job specific application process
- Clear Recruitment Materials
- Hiring Timelines
- Increase job posting locations, Utilize Social Media
- Attend job fairs/recruitment events
- Grow your Own
- Diverse screening and interview teams
- Staff Interview Training

<https://www.isd709.org/careers/apply-now>

https://business.calm.com/resources/blog/tackling-teacher-stress-burnout-post-pandemic/?utm_source=linkedin&utm_medium=social&utm_campaign=Q3_23_DuluthPublicSchools_Blog



Questions?