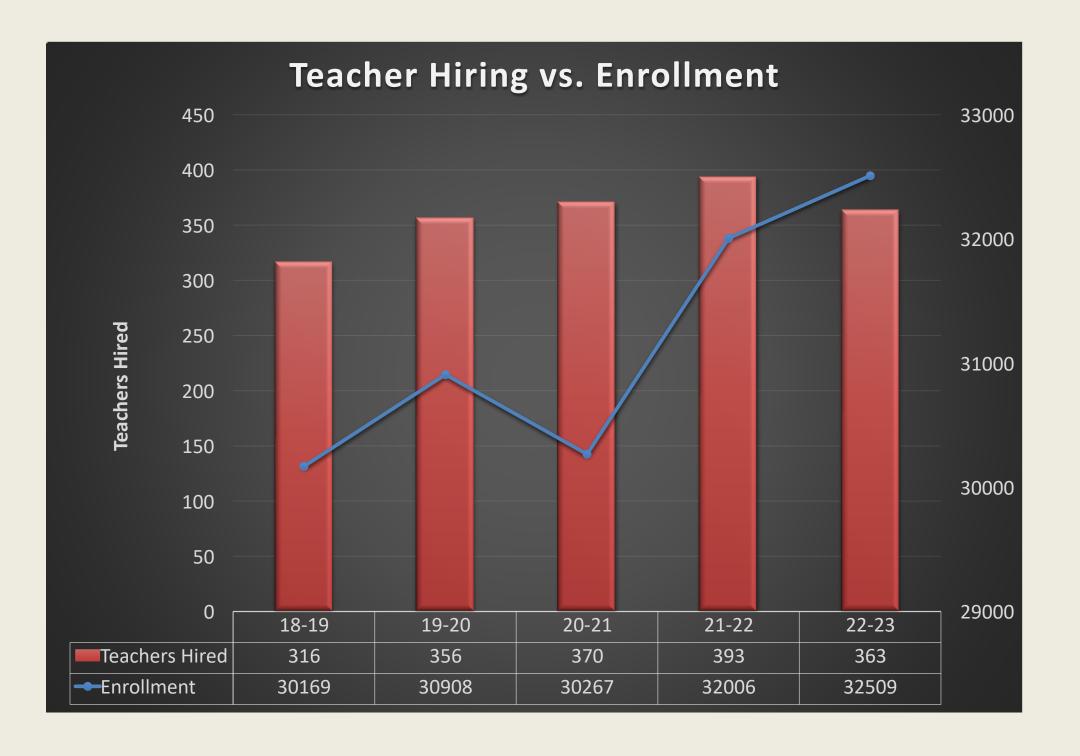
RECRUITING AND RETENTION STRATEGIES





Historical Analysis of Teacher Hiring





Current State of Hiring (2022-2023 School Year)

59 teacher positions have been filled this semester with Long Term Substitutes who are waiting on certification.

Since that time, 40 completed certification requirements.

Long Term Substitutes
have been provided
mentors and Professional
Development

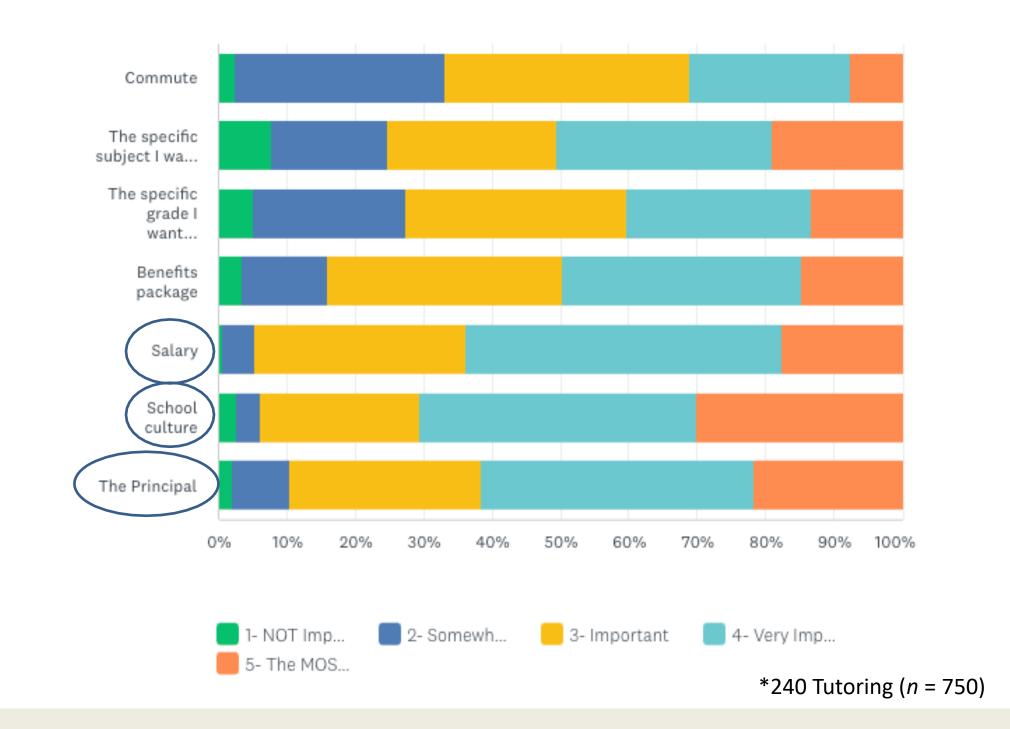
We are currently tracking 19 Substitutes awaiting certification.

Filling Long Term sub roles with individuals seeking certification provides consistency for students.



Teacher's Workplace Considerations

What is important to you when considering a potential teaching job?





Recruiting Strategy Pillars

Internal Recruiting

External Outreach

Denton ISD Job Fair

Marketing



Retention through Engagement



WELCOME TO DENTON ISD!

What can you expect being part of the Denton ISD family?

- Sense of Belonging
- Mentorship
- Professional Development Tailored to Your Needs and Interests
- Leadership that Cares About and Invests in YOU
- Connection to the Community











The Denton ISD Engagement, Recruitment, and Retention Team is here to support you!





The Vanguard of K-12 Human Capital

Continue Open Hiring

• Hire candidates prior to vacancies

Apprentice Teachers

- Supporting crowded campuses
- Offering contracts
- Small group teachers

Hire Long Term Subs

- TRS Eligible
- Leave Eligible
- Benefits Eligible



Maintaining the Advantage

Enrollment Projections

 Deliver Enrollment Projections to Principals



Staff Resource Allocations

 Determine staffing resource levels based on projected enrollment



Accept Resignations

- Prior to deadline
- Accept
 Recommendations
 from Principals

Open Transfer Window

 Lateral Teacher Transfers



Spring Education Career Fairs

Universities



Compensation

 Approval from Board

Continue Hiring