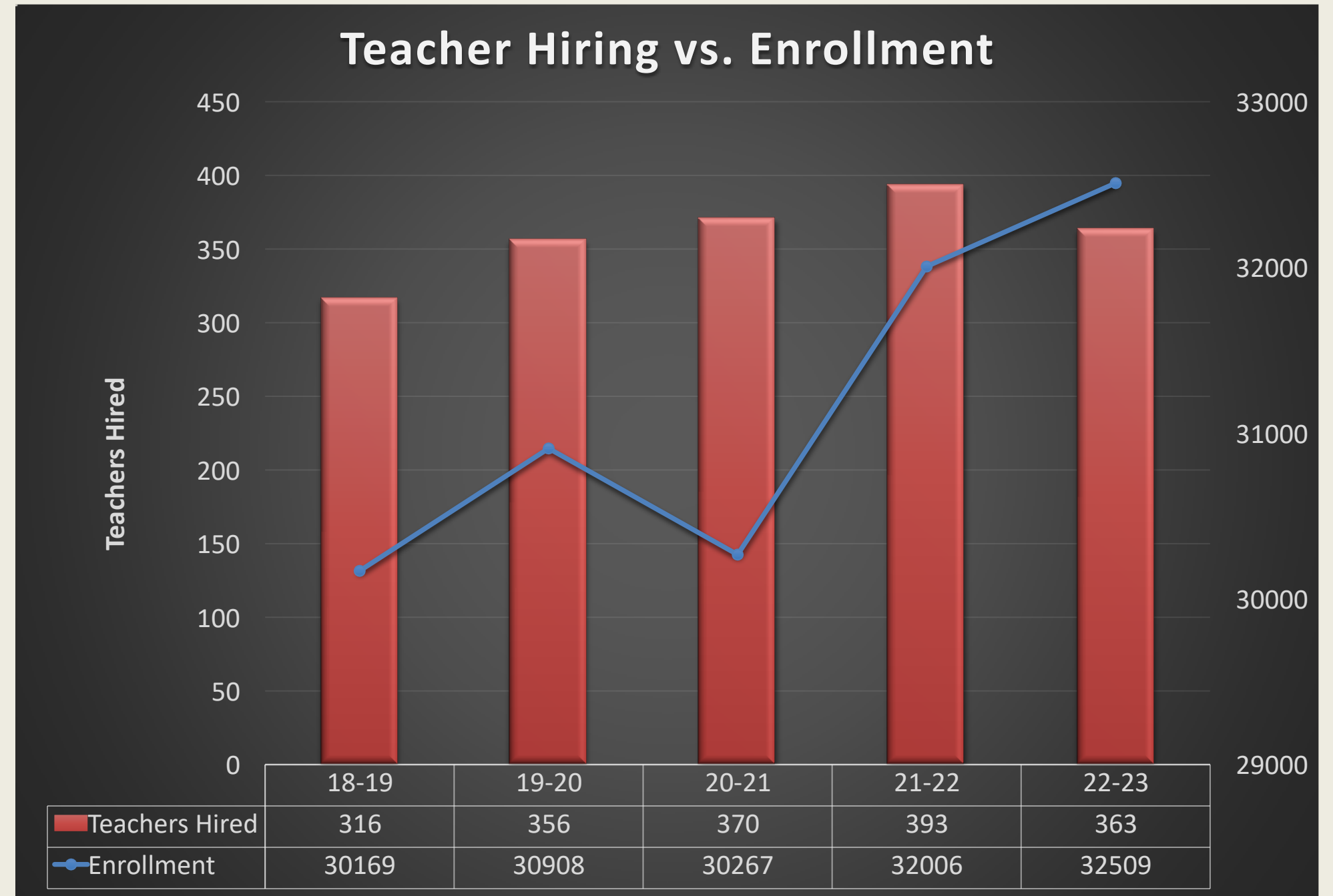


# RECRUITING AND RETENTION STRATEGIES





# 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.

We are currently tracking 19 Substitutes awaiting certification.

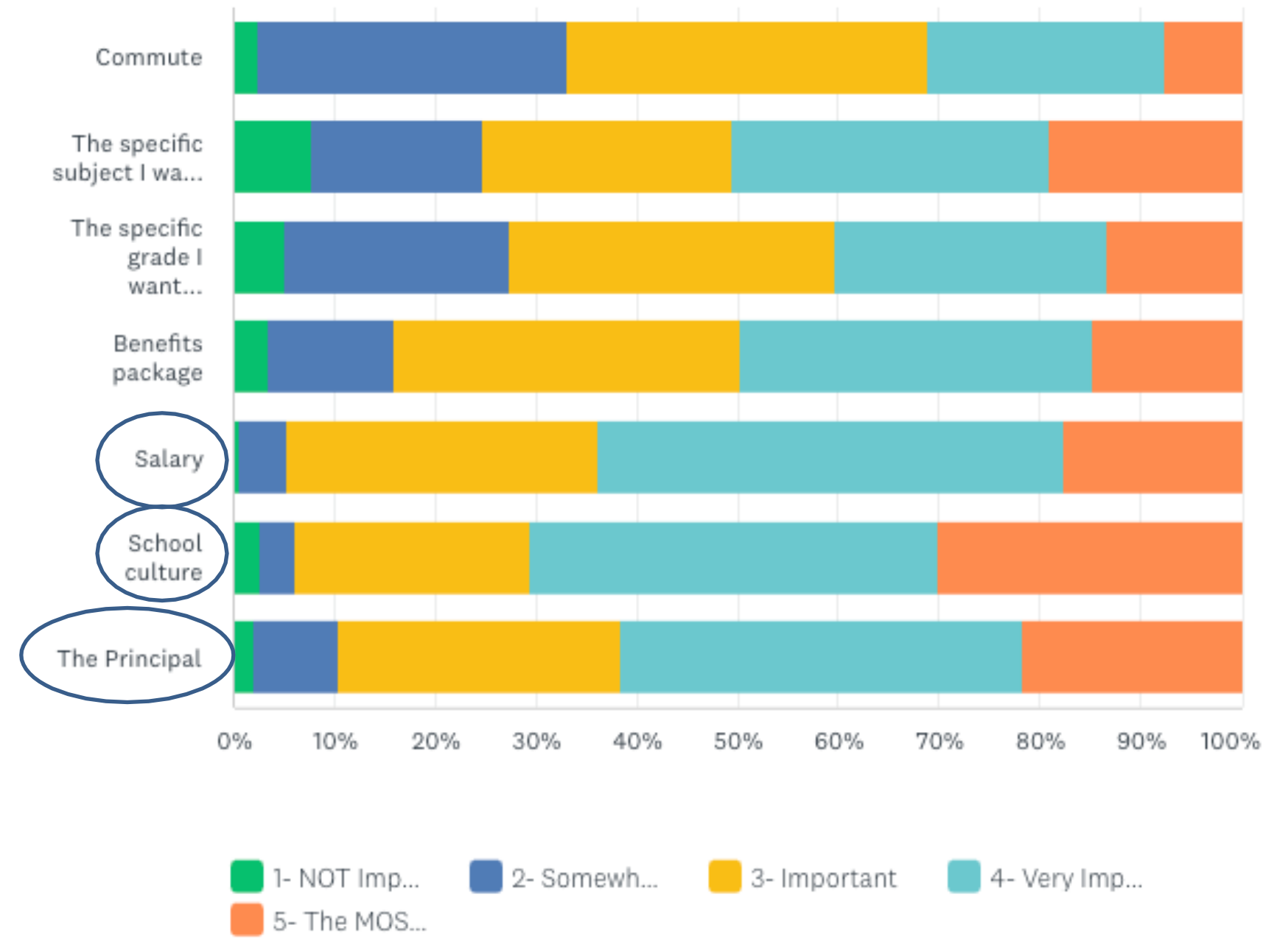
Long Term Substitutes have been provided mentors and Professional Development

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?



\*240 Tutoring (n = 750)



# 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

