

# Executive Summary

## Prepared for Board of Trustees Meeting

### December 13, 2022

## Discussion of Recruitment and Retention

---

### **Board Goal:**

#### **Human Resources...In pursuit of excellence, the district will:**

- 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 summary will provide the Board of Trustees with information regarding Recruiting and Retention of teachers and staff for Elementary and Secondary Schools.

### **Objectives**

- Review hiring data for teachers
- Provide an overview of recruiting strategies
- Provide an overview of internal supports for Denton ISD staff
- Discuss systems adjustments to meet the needs of classroom learning

### **Results**

To maintain a competitive advantage, the district will systematically adapt its HR processes to allow principals to continue hiring the highest quality teachers into classroom vacancies. Additionally, to support a positive culture of teaching and learning, the district will continue to promote research-based retention strategies.