



# Compensation and Staffing Update

**David Neter, Chief Business Officer**

**A.J. Muttillo, Assistant Superintendent for Human Resources**

**Work Session, March 7, 2023**

# Desired Outcomes

## **Board members will gain a deeper understanding of:**

- Employee compensation structures and recent changes;
- Trends in vacancy rates and totals across position categories;
- District hiring processes;
- Support for beginning and alternatively licensed teachers; and
- Current recruitment efforts.



# Employee Compensation

# Compensation Terms

**Salary Schedules:** [WCPSS Salary Schedules](#) outline hourly, monthly and annual pay rates for employee groups and reflect rates in each salary grade and at each step.

**Salary Grades:** A specific range of pay rates that corresponds to an employee's position type. Most classified employees' salary grades range from 17-30 (i.e., Bus Safety Assistants are placed on grade 17).

**Salary Steps:** Incremental levels within each salary grade that correspond with employees' level of experience. Steps are included in the state salary schedules for certified employees as well as the local salary grades for non-certified staff. Steps range from 00 to 32+.

**Salary Bands:** Salary ranges that correspond with Central Services Administrator, Technology or SLT positions.

**Salary Compression:** When employees with fewer years of experience make close to those with higher levels of experience or when there is little difference between grades and position types.

**State Base Pay:** Monthly base salary amount determined by state lawmakers and reflected in certified employee salary schedules.

**Local Supplement:** Amount of pay set by the Board and paid from local funds to certified employees in addition to their state base pay.

# Who Determines Compensation Changes?

- State lawmakers approve increases as a part of the state budget.
- State provides funding for increases for state-funded employees
- District must locate additional local funding to cover state-legislated increases for locally funded employees
- In recent years, the Board has approved compensation increases independent of the state budget to retain and recruit employees.
- Locally approved increases require additional local funding to support increases for state-funded staff.

# Employee Groups

## Certified Employees

- Teachers
- Assistant Principals
- Instructional support (Psychologists, Speech Language Pathologists, Social Workers, Counselors, etc.)
- Paid on state salary schedule with local supplements (AP schedule is based on teacher scale + 19%)

## Principals

- Paid on state salary schedule using local funds to maintain salary stability and predictability

## Classified Employees

- IAs, CNS cashiers, Bus Drivers, Lead Secretaries, Data Managers, Processing Technicians, etc. paid on salary grades 17-30
- Occupational Therapists and Physical Therapists (OT/PT)

## Banded Employees

- Paid on Administrative and Technology Bands
- Central Services Administrators, Senior Administrators, Directors, Senior Directors, etc.
- Technology Analysts, Technicians, Programmers, Architects, etc.
- Superintendent's Leadership Team

# Starting Salary Changes Since 2007-08 (Step 0)

| Year                      | Teacher<br>"A" Scale<br>(10 Mo) | IAs<br>Gr 54/18/20<br>(10 Mo) | Bus Driver<br>Gr BD/20<br>(10 Mo) | Principal ES<br>0/0-40<br>(WCPSS Base - 12<br>Mo) |
|---------------------------|---------------------------------|-------------------------------|-----------------------------------|---|
| 2007-08                   | \$ 33,691                       | \$ 16,730                     | \$ 20,471                         | \$ 54,643   |
| 2008-09                   | \$ 34,462                       | \$ 17,593                     | \$ 21,333                         | \$ 55,875   |
| 2009-10                   | \$ 34,462                       | \$ 17,384                     | \$ 20,800                         | \$ 55,114   |
| 2010-11                   | \$ 34,462                       | \$ 17,213                     | \$ 20,367                         | \$ 55,114   |
| 2011-12                   | \$ 34,462                       | \$ 17,691                     | \$ 20,367                         | \$ 55,114   |
| 2012-13                   | \$ 34,881                       | \$ 18,000                     | \$ 20,609                         | \$ 55,784   |
| 2013-14                   | \$ 35,189                       | \$ 18,000                     | \$ 20,609                         | \$ 56,277   |
| 2014-15                   | \$ 37,868                       | \$ 18,465                     | \$ 21,112                         | \$ 56,965   |
| 2015-16                   | \$ 41,038                       | \$ 19,019                     | \$ 21,753                         | \$ 59,704   |
| 2016-17                   | \$ 41,038                       | \$ 19,019                     | \$ 21,753                         | \$ 60,600   |
| 2017-18                   | \$ 41,038                       | \$ 19,019                     | \$ 22,724                         | \$ 60,600   |
| 2018-19                   | \$ 41,213                       | \$ 19,019                     | \$ 22,724                         | \$ 70,877   |
| 2019-20                   | \$ 41,275                       | \$ 19,019                     | \$ 26,000                         | \$ 72,295   |
| 2020-21                   | \$ 41,275                       | \$ 19,019                     | \$ 26,000                         | \$ 72,295   |
| 2021-22                   | \$ 41,892                       | \$ 28,080                     | \$ 28,080                         | \$ 72,295   |
| 2022-23                   | \$ 43,690                       | \$ 29,813                     | \$ 29,813                         | \$ 77,066   |
| Change 2007-08 to current | \$ 9,998.70                     | \$ 13,083.24                  | \$ 9,342.67                       | \$ 22,423.00                                      |
| Percent Increase          | 30%                             | 78%                           | 46%                               | 41%   |
| CPI Inflation over period | 38.95%                          | 38.95%                        | 38.95%                            | 38.95%  |

# Teacher Salary Schedule with State Base

| 2022-2023 Salary Schedule                                     |                              |                  |              |                    |                  |              |                 |
|---|------------------------------|------------------|--------------|--------------------|------------------|--------------|-----------------|
| CLASSROOM TEACHERS  |                              |                  |              |                    |                  |              |                 |
| Bachelor's Degree ("A" License), Not National Board Certified |                              |                  |              |                    |                  |              |                 |
| Years on License  | Traditional Calendar Schools |                  |              | Year-Round Schools |                  |              | Annual          |
|   | State Base                   | Local Supplement | Total Salary | State Base         | Local Supplement | Total Salary | 10 Month Salary |
| 0   | 3,700.00                     | 668.97           | 4,368.97     | 3,083.33           | 557.48           | 3,640.81     | 43,689.70       |
| 1   | 3,800.00                     | 669.51           | 4,469.51     | 3,166.67           | 557.93           | 3,724.60     | 44,695.10       |
| 2   | 3,900.00                     | 688.64           | 4,588.64     | 3,250.00           | 573.87           | 3,823.87     | 45,886.40       |
| 3   | 4,000.00                     | 694.74           | 4,694.74     | 3,333.33           | 578.95           | 3,912.28     | 46,947.40       |
| 4   | 4,100.00                     | 723.89           | 4,823.89     | 3,416.67           | 603.24           | 4,019.91     | 48,238.90       |
| 5   | 4,200.00                     | 724.42           | 4,924.42     | 3,500.00           | 603.68           | 4,103.68     | 49,244.20       |
| 6   | 4,300.00                     | 743.82           | 5,043.82     | 3,583.33           | 619.85           | 4,203.18     | 50,438.20       |
| 7   | 4,400.00                     | 744.35           | 5,144.35     | 3,666.67           | 620.29           | 4,286.96     | 51,443.50       |
| 8   | 4,500.00                     | 763.72           | 5,263.72     | 3,750.00           | 636.43           | 4,386.43     | 52,637.20       |
| 9   | 4,600.00                     | 774.86           | 5,374.86     | 3,833.33           | 645.72           | 4,479.05     | 53,748.60       |
| 10  | 4,700.00                     | 799.28           | 5,499.28     | 3,916.67           | 666.07           | 4,582.74     | 54,992.80       |
| 11  | 4,800.00                     | 799.82           | 5,599.82     | 4,000.00           | 666.52           | 4,666.52     | 55,998.20       |
| 12  | 4,900.00                     | 829.04           | 5,729.04     | 4,083.33           | 690.87           | 4,774.20     | 57,290.40       |
| 13  | 5,000.00                     | 829.57           | 5,829.57     | 4,166.67           | 691.31           | 4,857.98     | 58,295.70       |
| 14  | 5,100.00                     | 882.22           | 5,982.22     | 4,250.00           | 735.18           | 4,985.18     | 59,822.20       |
| 15  | 5,200.00                     | 882.76           | 6,082.76     | 4,333.33           | 735.63           | 5,068.96     | 60,827.60       |
| 16  | 5,200.00                     | 922.06           | 6,122.06     | 4,333.33           | 768.38           | 5,101.71     | 61,220.60       |
| 17  | 5,200.00                     | 936.81           | 6,136.81     | 4,333.33           | 780.68           | 5,114.01     | 61,368.10       |
| 18  | 5,200.00                     | 956.46           | 6,156.46     | 4,333.33           | 797.05           | 5,130.38     | 61,564.60       |
| 19  | 5,200.00                     | 981.93           | 6,181.93     | 4,333.33           | 818.28           | 5,151.61     | 61,819.30       |
| 20  | 5,200.00                     | 1,002.12         | 6,202.12     | 4,333.33           | 835.10           | 5,168.43     | 62,021.20       |
| 21  | 5,200.00                     | 1,012.22         | 6,212.22     | 4,333.33           | 843.51           | 5,176.84     | 62,122.15       |
| 22  | 5,200.00                     | 1,022.31         | 6,222.31     | 4,333.33           | 851.93           | 5,185.26     | 62,223.10       |
| 23  | 5,200.00                     | 1,049.57         | 6,249.57     | 4,333.33           | 874.64           | 5,207.97     | 62,495.65       |
| 24  | 5,200.00                     | 1,076.82         | 6,276.82     | 4,333.33           | 897.35           | 5,230.68     | 62,768.20       |
| 25  | 5,400.00                     | 1,077.90         | 6,477.90     | 4,500.00           | 898.25           | 5,398.25     | 64,779.00       |
| 26  | 5,400.00                     | 1,132.82         | 6,532.82     | 4,500.00           | 944.02           | 5,444.02     | 65,328.20       |
| 27  | 5,400.00                     | 1,174.25         | 6,574.25     | 4,500.00           | 978.54           | 5,478.54     | 65,742.47       |
| 28  | 5,400.00                     | 1,215.67         | 6,615.67     | 4,500.00           | 1,013.06         | 5,513.06     | 66,156.73       |
| 29  | 5,400.00                     | 1,257.10         | 6,657.10     | 4,500.00           | 1,047.58         | 5,547.58     | 66,571.00       |
| 30  | 5,400.00                     | 1,284.73         | 6,684.73     | 4,500.00           | 1,070.61         | 5,570.61     | 66,847.30       |
| 31+   | 5,400.00                     | 1,312.36         | 6,712.36     | 4,500.00           | 1,093.63         | 5,593.63     | 67,123.60       |



# Substitute Teacher Compensation Increases

| <u>Teacher Substitute Daily Rates</u>   | 2012-13   | 2013-14   | 2014-15   | 2015-16   | 2016-17   | 2017-18   | 2018-19   | 2019-20   | 2020-21   | 2021-22   | 2022-23   |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>Certified Substitute</b><br>*State defined as between 65% and 100% of the state base daily rate of an A-00 Teacher. Currently we sit at 77%.   | \$ 91.00  | \$ 91.00  | \$ 98.00  | \$ 103.00 | \$ 103.00 | \$ 103.00 | \$ 103.00 | \$ 103.00 | \$ 103.00 | \$ 130.00 | \$ 130.00 |
| <b>Non-Certified Substitute</b><br>*State defined as between 50% and 100% of the state base daily rate of an A-00 Teacher. Currently we sit at 68%.   | \$ 70.00  | \$ 70.00  | \$ 75.00  | \$ 80.00  | \$ 80.00  | \$ 80.00  | \$ 80.00  | \$ 80.00  | \$ 80.00  | \$ 115.00 | \$ 115.00 |
| <b>Instructional Assistant as Substitute</b><br>*Locally defined as 100% of the base daily rate of an A-00 Teacher, including the local supplement. For any IA who base daily rate is higher than this rate, the difference is made up as an additional line item in their paycheck.. | \$ 143.26 | \$ 143.26 | \$ 153.49 | \$ 159.09 | \$ 162.79 | \$ 162.79 | \$ 162.79 | \$ 162.79 | \$ 162.79 | \$ 164.93 | \$ 172.09 |

# Compensation Increase Timeline - July 1, 2021

Board approved the following changes on Nov. 2, 2021 to be effective July 1, 2021 :

## Certified Employees (Includes APs)

- 1% increase to local supplement

## Non-certified Employees

- Move to \$13/hour minimum (without addressing compression)

# Compensation Increase Timeline - July 1, 2021

Board approved the following changes on Dec. 7, 2021 to be retroactive to July 1, 2021 :

## Certified Employees (Includes APs)

- State-legislated base pay: 1.3% increase to scale (2.5% average increase in state pay with step)
- State base pay for Teacher on A-00 moves to \$3,546/month
- Local supplement: 1% increase approved by Board in Nov. + additional 1.5% increase for a total 2.5% increase

## Principals

- 2.5% state-legislated increase

## Non-Certified Employees (Graded & OT/PT)

- State-legislated \$13/hour minimum (which Board already approved in November)
- State-legislated \$13/hour or minimum 2.5% increase
- Board approved additional .5% increase
- Employees receive greater of 3% increase or \$13/hour
- OT/PT moved to new salary schedules (reflected a minimum 3% increase)

## Banded Employees

- 3% increase for all employees paid on Administrator or Technology Bands and SLT

# Compensation Increase Timeline - Jan. 1, 2022

Board approved the following changes on Dec. 7, 2021 to be implemented January 1, 2022:

## Certified Employees (Includes APs)

- No changes to state base salaries or local supplements
- Steps remain as is since they were already provided in Dec.
- State-legislated \$350/month supplements for Psychologists, Speech Language Pathologists and Audiologists and \$100/month for School Counselors

## Principals

- No changes

## Non-Certified Employees

- Board approves move to \$15/hr and 3% minimum increase to previous year's salary along with \$0.40 per grade and \$0.25 increase per step minimums
- Bus Drivers and IAs moved to Grade 20
- Bus Leads and Special Education IAs moved to Grade 21

## Banded Employees

- 2% to employees paid on Administrator and Technology bands and SLT

# Compensation Increase Timeline - July 1, 2022

Board approved the following changes on Aug. 16, 2022 to be retroactive to July 1, 2022:

## Certified Employees (includes APs)

- State-legislated 2.5% increase to scale (4% average increase in state pay with step)
- State base pay for Teacher on A-00 moves to \$3,700/month
- 4% increase to local supplement

## Principals

- 4% increase to total salary

## Non-Certified Employees

- Move to \$16/hr and 4% minimum increase to previous year's salary along with \$0.40 per grade and \$0.25 per step increase minimums
- State budget included a move to \$15/hr and 4% minimum increase

## Banded Employees

- 4% + 0.5% increase (total 4.5% increase)
- 2% increase to pay scale

# Employee Bonuses

The district has paid multiple bonuses to employees since 2021 with support from ESSER and other federal and local funding. Bonuses include:



## Recognition & Retention

\$1,250 to full-time employees paid in Nov. 2021, Jan., May and Nov. 2022 for a total of \$5,000



## LETRS Training

Up to \$2,000 paid to employees who complete LETRS training by May 2024



## CNS

Up to \$1,350 paid to full-time Child Nutrition Services employees paid in May 2022



## Hiring

\$1,200 paid to newly hired bus drivers (ongoing) + \$3,500 paid to newly hired special education teachers and \$1,200 for IAs (ended Nov. 2021)

# Current Teacher Salary Comparisons

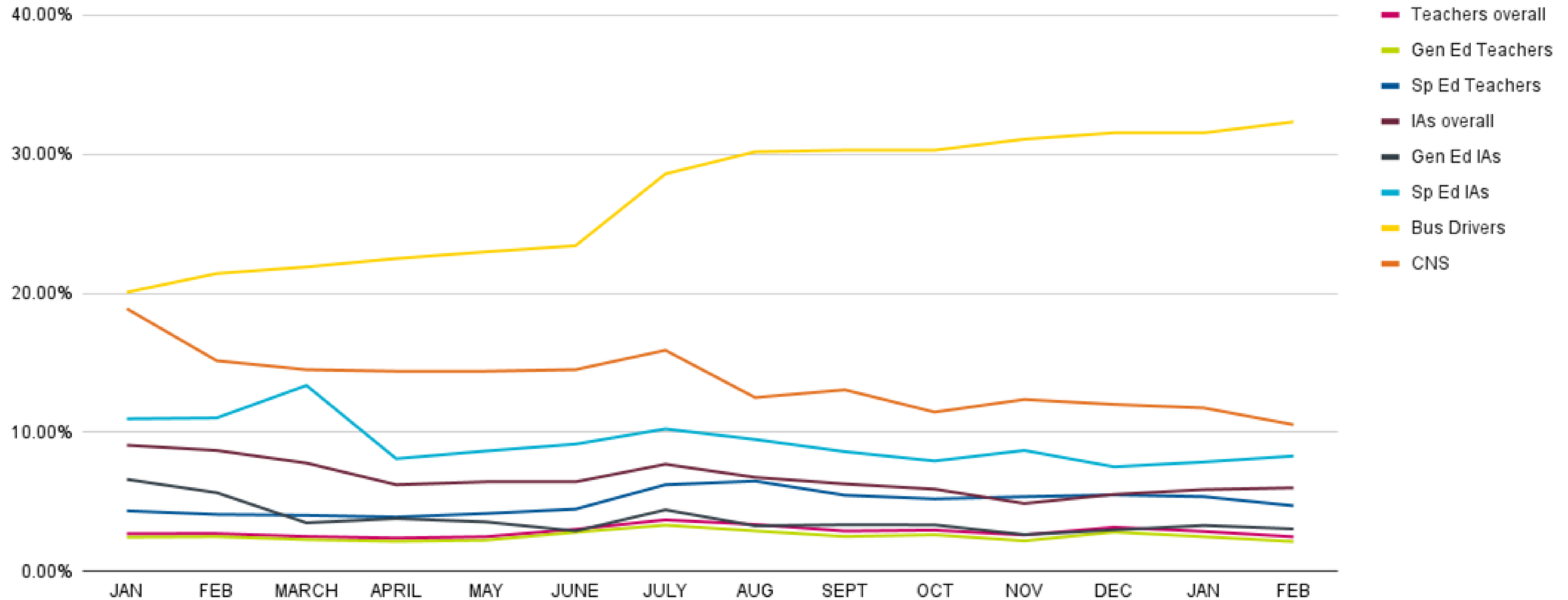
| Years on License | Bachelor's Degree Only |                | Master's Degree Only |                | Bachelor's Degree and NBPTS |                | Master's Degree and NBPTS |                |
|------------------|------------------------|----------------|----------------------|----------------|-----------------------------|----------------|---------------------------|----------------|
|                  | State Base             | Inc Local Supp | State Base (+10%)    | Inc Local Supp | State Base (+12%)           | Inc Local Supp | State Base (+22%)         | Inc Local Supp |
| 0                | \$ 3,700.00            | \$ 4,368.97    | \$ 4,070.00          | \$ 4,826.61    | -                           | -              | -                         | -              |
| 1                | \$ 3,800.00            | \$ 4,469.51    | \$ 4,180.00          | \$ 4,937.19    | -                           | -              | -                         | -              |
| 2                | \$ 3,900.00            | \$ 4,588.64    | \$ 4,290.00          | \$ 5,068.80    | -                           | -              | -                         | -              |
| 3                | \$ 4,000.00            | \$ 4,694.74    | \$ 4,400.00          | \$ 5,185.71    | \$ 4,480.00                 | \$ 5,269.12    | \$ 4,880.00               | \$ 5,763.42    |
| 4                | \$ 4,100.00            | \$ 4,823.89    | \$ 4,510.00          | \$ 5,328.38    | \$ 4,592.00                 | \$ 5,402.84    | \$ 5,002.00               | \$ 5,909.72    |
| 5                | \$ 4,200.00            | \$ 4,924.42    | \$ 4,620.00          | \$ 5,438.97    | \$ 4,704.00                 | \$ 5,515.44    | \$ 5,124.00               | \$ 6,032.39    |
| 6                | \$ 4,300.00            | \$ 5,043.82    | \$ 4,730.00          | \$ 5,570.88    | \$ 4,816.00                 | \$ 5,649.14    | \$ 5,246.00               | \$ 6,178.68    |
| 7                | \$ 4,400.00            | \$ 5,144.35    | \$ 4,840.00          | \$ 5,681.46    | \$ 4,928.00                 | \$ 5,761.75    | \$ 5,368.00               | \$ 6,301.34    |
| 8                | \$ 4,500.00            | \$ 5,263.72    | \$ 4,950.00          | \$ 5,813.39    | \$ 5,040.00                 | \$ 5,895.45    | \$ 5,490.00               | \$ 6,447.64    |
| 9                | \$ 4,600.00            | \$ 5,374.86    | \$ 5,060.00          | \$ 5,935.61    | \$ 5,152.00                 | \$ 6,019.91    | \$ 5,612.00               | \$ 6,583.21    |
| 10               | \$ 4,700.00            | \$ 5,499.28    | \$ 5,170.00          | \$ 6,073.32    | \$ 5,264.00                 | \$ 6,159.27    | \$ 5,734.00               | \$ 6,735.94    |
| 11               | \$ 4,800.00            | \$ 5,599.82    | \$ 5,280.00          | \$ 6,183.91    | \$ 5,376.00                 | \$ 6,271.88    | \$ 5,856.00               | \$ 6,858.59    |
| 12               | \$ 4,900.00            | \$ 5,729.04    | \$ 5,390.00          | \$ 6,326.94    | \$ 5,488.00                 | \$ 6,416.60    | \$ 5,978.00               | \$ 7,017.22    |
| 13               | \$ 5,000.00            | \$ 5,829.57    | \$ 5,500.00          | \$ 6,437.53    | \$ 5,600.00                 | \$ 6,529.20    | \$ 6,100.00               | \$ 7,139.88    |
| 14               | \$ 5,100.00            | \$ 5,982.22    | \$ 5,610.00          | \$ 6,606.34    | \$ 5,712.00                 | \$ 6,700.18    | \$ 6,222.00               | \$ 7,327.10    |
| 15               | \$ 5,200.00            | \$ 6,082.76    | \$ 5,720.00          | \$ 6,716.93    | \$ 5,824.00                 | \$ 6,812.77    | \$ 6,344.00               | \$ 7,449.76    |
| 16               | \$ 5,200.00            | \$ 6,122.06    | \$ 5,720.00          | \$ 6,761.35    | \$ 5,824.00                 | \$ 6,856.80    | \$ 6,344.00               | \$ 7,499.02    |
| 17               | \$ 5,200.00            | \$ 6,136.81    | \$ 5,720.00          | \$ 6,777.90    | \$ 5,824.00                 | \$ 6,873.30    | \$ 6,344.00               | \$ 7,517.40    |
| 18               | \$ 5,200.00            | \$ 6,156.46    | \$ 5,720.00          | \$ 6,800.11    | \$ 5,824.00                 | \$ 6,895.31    | \$ 6,344.00               | \$ 7,542.03    |
| 19               | \$ 5,200.00            | \$ 6,181.93    | \$ 5,720.00          | \$ 6,828.13    | \$ 5,824.00                 | \$ 6,923.84    | \$ 6,344.00               | \$ 7,573.10    |
| 20               | \$ 5,200.00            | \$ 6,202.12    | \$ 5,720.00          | \$ 6,850.93    | \$ 5,824.00                 | \$ 6,946.45    | \$ 6,344.00               | \$ 7,598.39    |
| 21               | \$ 5,200.00            | \$ 6,212.22    | \$ 5,720.00          | \$ 6,862.33    | \$ 5,824.00                 | \$ 6,957.76    | \$ 6,344.00               | \$ 7,611.03    |
| 22               | \$ 5,200.00            | \$ 6,222.31    | \$ 5,720.00          | \$ 6,873.72    | \$ 5,824.00                 | \$ 6,969.06    | \$ 6,344.00               | \$ 7,623.67    |
| 23               | \$ 5,200.00            | \$ 6,249.57    | \$ 5,720.00          | \$ 6,903.92    | \$ 5,824.00                 | \$ 6,999.55    | \$ 6,344.00               | \$ 7,657.12    |
| 24               | \$ 5,200.00            | \$ 6,276.82    | \$ 5,720.00          | \$ 6,934.12    | \$ 5,824.00                 | \$ 7,030.04    | \$ 6,344.00               | \$ 7,690.56    |
| 25               | \$ 5,400.00            | \$ 6,477.90    | \$ 5,940.00          | \$ 7,155.30    | \$ 6,048.00                 | \$ 7,255.23    | \$ 6,588.00               | \$ 7,935.87    |
| 26               | \$ 5,400.00            | \$ 6,532.82    | \$ 5,940.00          | \$ 7,216.48    | \$ 6,048.00                 | \$ 7,316.83    | \$ 6,588.00               | \$ 8,003.82    |
| 27               | \$ 5,400.00            | \$ 6,574.25    | \$ 5,940.00          | \$ 7,262.05    | \$ 6,048.00                 | \$ 7,363.24    | \$ 6,588.00               | \$ 8,054.37    |
| 28               | \$ 5,400.00            | \$ 6,615.67    | \$ 5,940.00          | \$ 7,307.62    | \$ 6,048.00                 | \$ 7,409.66    | \$ 6,588.00               | \$ 8,104.91    |
| 29               | \$ 5,400.00            | \$ 6,657.10    | \$ 5,940.00          | \$ 7,353.19    | \$ 6,048.00                 | \$ 7,456.07    | \$ 6,588.00               | \$ 8,155.46    |
| 30               | \$ 5,400.00            | \$ 6,684.73    | \$ 5,940.00          | \$ 7,383.58    | \$ 6,048.00                 | \$ 7,487.01    | \$ 6,588.00               | \$ 8,189.16    |
| 31+              | \$ 5,400.00            | \$ 6,712.36    | \$ 5,940.00          | \$ 7,413.96    | \$ 6,048.00                 | \$ 7,517.94    | \$ 6,588.00               | \$ 8,222.85    |



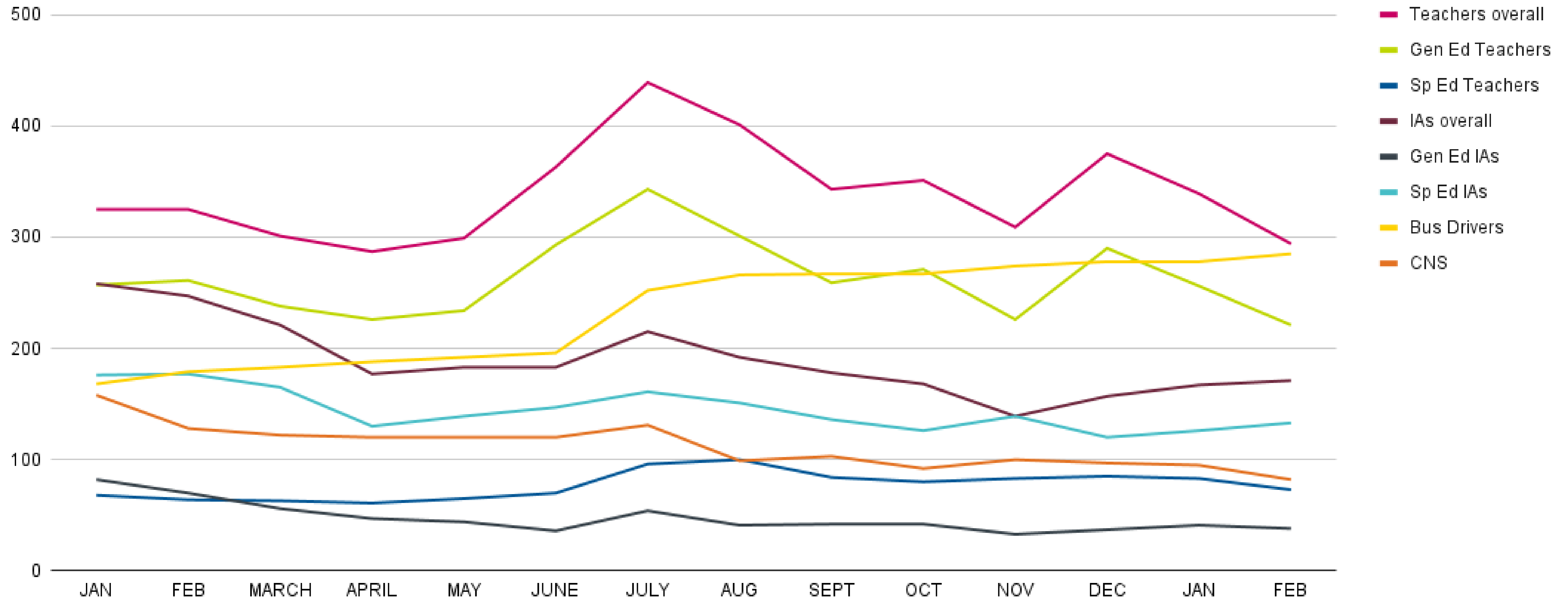
# Vacancy Reporting



# Vacancy Rates - January 2022 to February 2023



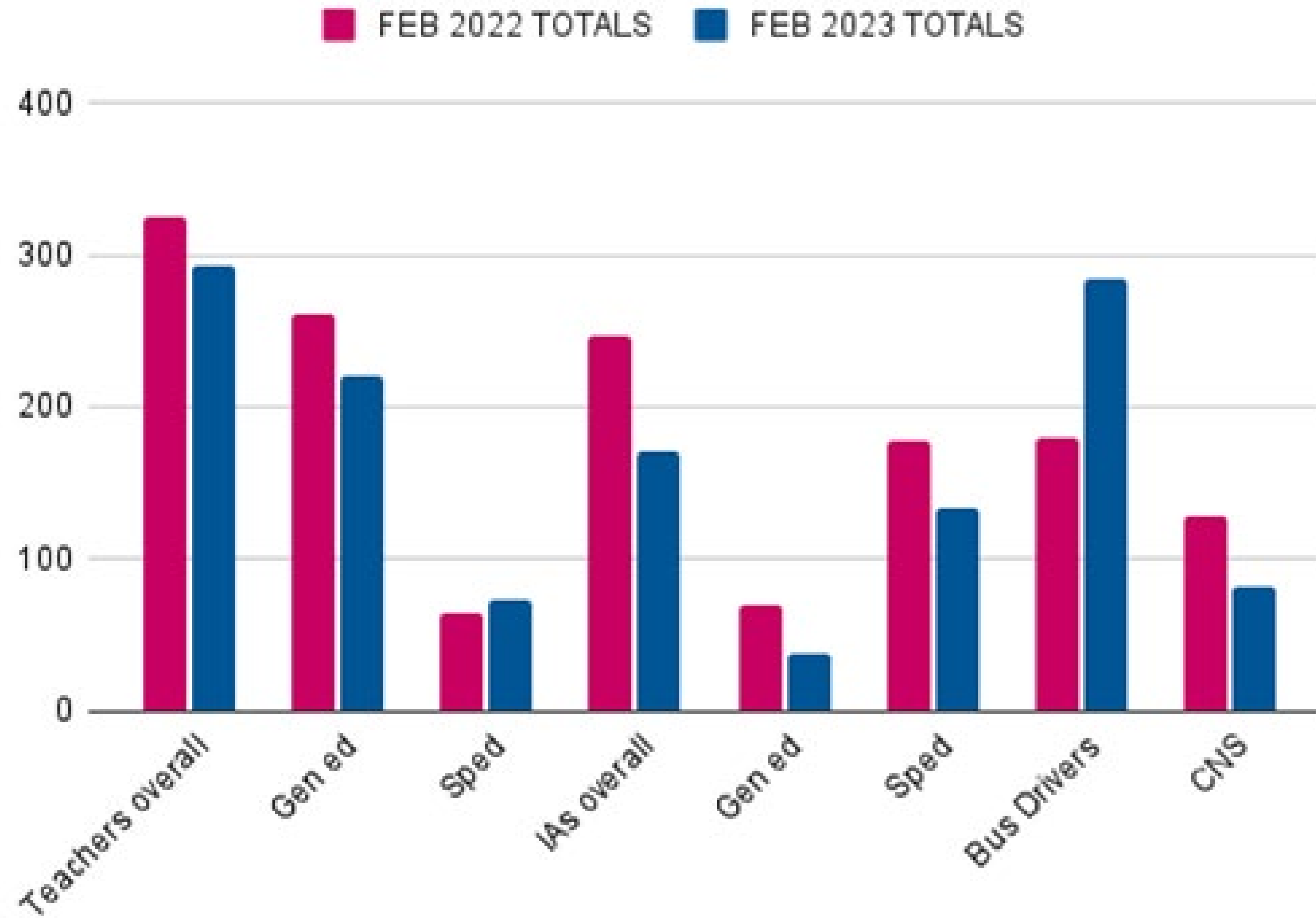
# Vacancy Totals - January 2022 to February 2023

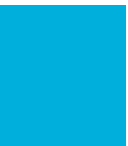


# Vacancy Rates and Totals - February 2023

| Position                        | Vacancies | Vacancy Rate | % Change (month) | % Change (year) |
|---------------------------------|-----------|--------------|------------------|-----------------|
| <b>Teachers</b>                 | 294       | 2.50%        | -0.38%           | -0.22%          |
| General Education               | 221       | 2.16%        | 0.34%            | -0.35%          |
| Special Education               | 73        | 4.73%        | -0.65%           | +0.63%          |
| <b>Instructional Assistants</b> | 171       | 6.02%        | +0.13%           | -2.68%          |
| General Education               | 38        | 3.07%        | -0.25%           | -2.60%          |
| Special Education               | 133       | 8.30%        | +0.43%           | -2.74%          |
| <b>CNS (school-based)</b>       | 82        | 10.55%       | -1.20%           | -4.59%          |
| <b>Bus Drivers</b>              | 285       | 32.31%       | +0.79%           | +10.90%         |

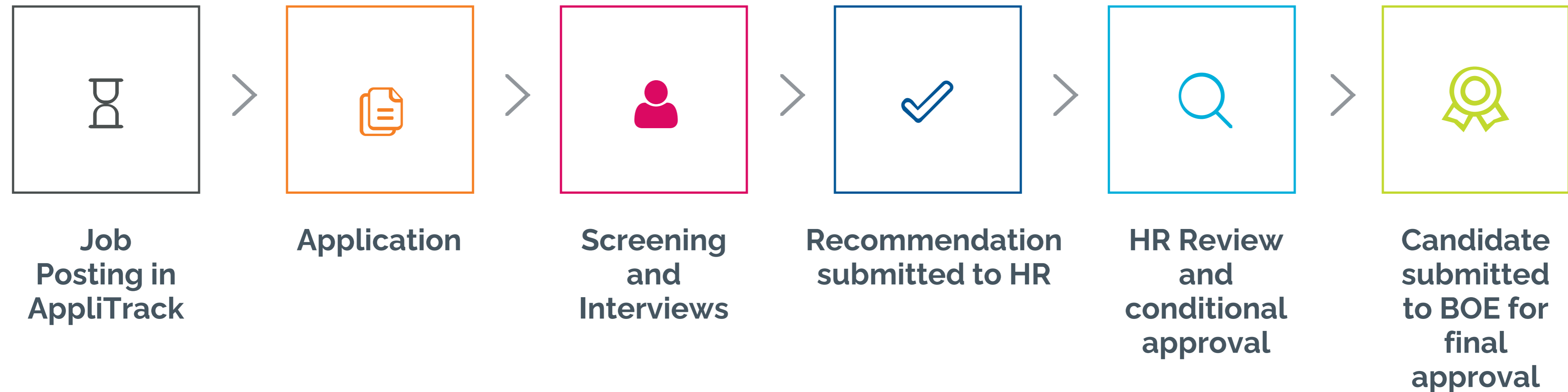
# Vacancy Totals - February 2022 vs. 2023





# District Hiring Process

# Hiring Process

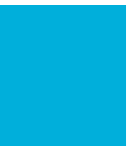


## Board Policy 7100 Recruitment and Selection of Personnel:

"All vacancies shall be posted online a minimum of five (5) calendar days prior to filling the vacancies, except for hardship, lateral transfers, and/or circumstances affecting the instruction of students which warrant filling the position sooner."



# New Teacher Support



# Beginning Teacher Support

| Beginning Teachers in WCPSS |         |         |
|-----------------------------|---------|---------|
| 2020-21                     | 2021-22 | 2022-23 |
| 1,453                       | 1,711   | 2,072   |

Support offered to these educators includes:

- Onboarding through the Beginning Teacher Support Program (BTSP) and at the school
- Pairing with veteran teacher at the same school for one-on-one mentoring and coaching
- Modeling or co-teaching with mentors, coaches and others
- Observations with master teachers
- Ongoing professional learning provided by the BTSP, mentor coordinator and district



# Alternatively Licensed Teacher Support

## Alternative Licensure Institute

### Teachers Participating in the Alternative Licensure Institute

| 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
|---------|---------|---------|---------|---------|
| 146     | 188     | 146     | 390     | 400     |

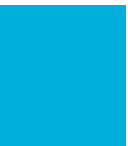
- 40 hours of professional learning completed prior to first day
- Additional 40 hours provide in week-long institute
- Participants also receive ongoing support from the BTSP

### CCTI: Wake Durham

- In-district, NCDPI-approved educator preparation scholarship program
- Participants complete online distance learning in cohorts while teaching in WCPSS or DPS
- Coaching available to participants throughout first year of teaching
- 86 active participants currently enrolled



# Recruitment Efforts



# Recruitment Strategies

- College and university fairs
  - 38 scheduled visits
  - focus on in-state fairs
- WCPSS Job Fairs
  - Teacher Job Fair for High-Needs Schools - March 25
  - Spring Teacher Job Fair - April 15
  - Support Staff Job Fair - June 15
  - Fall Job Fair - October 2023
- Re-designed Careers site with landing pages and lead forms
- Google search, social media, job boards and other advertising
- Increase number of early hire agreements signed
- Increase number of Participate teachers hired



# Building the Pipeline - Student Teachers

- 152 schools hosted 535 student teachers from 25 colleges and universities since 2021
- 222 student teachers applied for jobs in WCPSS in 2021-22 and 164 (74%) were hired\*
- Efforts focused on recruiting student teachers for full-time positions include:
  - Collection of recommendations from Cooperating Teachers
  - Distribution of lead list to principals
  - Recruitment info sessions for MAT students
  - Student Teacher University
  - Early Hire Agreement Week

| Semester     | Full-time Student Teachers |
|--------------|----------------------------|
| Fall 2021    | 59                         |
| Spring 2022  | 232                        |
| Fall 2022*   | 53                         |
| Spring 2023* | 191                        |
| <b>Total</b> | <b>535</b>                 |

*\*2022-23 student teacher hiring data will be available at the beginning of the 2023-24 school year*

# Building the Pipeline - Future Teachers



- Seeks to identify, recruit and develop teaching talent from our graduating senior class and local university students
- Participants guaranteed a job with WCPSS pending successful completion of an educator preparation program
- Since 2015, we have:
  - Hired 54 Future Teacher graduates
  - Hosted 8 cohorts
  - Recruited 85 participants to current cohorts (4-8)
  - Accepted largest cohort to date (37 participants) in 2022
  - Retained 80% of participants in current cohorts



**Questions and Feedback?**

