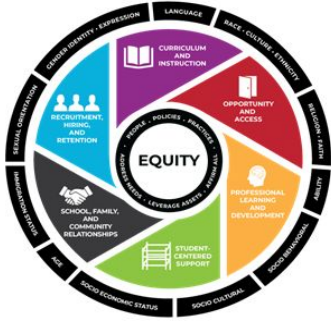




Recruitment and Retention

Amreek Singh, Chief Human Resources Officer, Human Resources
Xanthi Soriano, Director, Communications

Educational Equity



Ensures the decisions, policies, and practices in our learning system are culturally sensitive and provides all students with access, opportunity, support, and resources.



GRADUATE PROFILE



Inspiring creativity.

Expecting High-Quality Classroom and Curriculum
All students will have access to standards aligned curriculum and receive high quality instruction to promote college, career, and life readiness and eliminate the achievement gap.



Measuring impact.

Conducting Assessment, Data Analysis & Action
All students will benefit from instruction guided by assessment results: formative, interim and summative and continuous programmatic evaluation.



Healthy kids, healthy future.

Supporting Student Wellness
All students will have an equitable opportunity to learn in a culturally responsive, physically, and emotionally healthy and safe environment.



Helping students and families grow.

Family and Community Engagement
All students will benefit from programs and services designed to inform and involve family and community partners.

ENGAGING | GROWING | UNIFYING | SCHOLARLY | DIVERSE

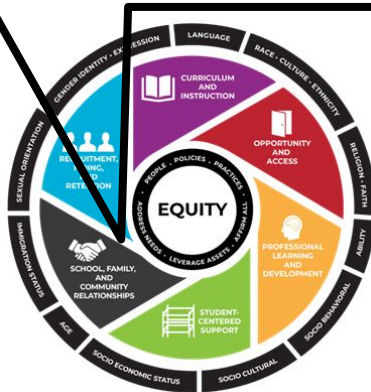


An equal opportunity employer.

Elk Grove Unified School District (EGUSD) Educational Equity Strategic Plan Foundation 6



WHERE DO WE
FIT?



Recruitment, Hiring, and Retention

Recruit, hire and retain qualified and diverse staff. Effective methods of recruitment, hiring, development and retention of staff are practiced and continuously evaluated and improved. Staff are well qualified, reflective of the student population and contribute to and benefit from a culture of professional growth and innovative practices that support all stakeholders.

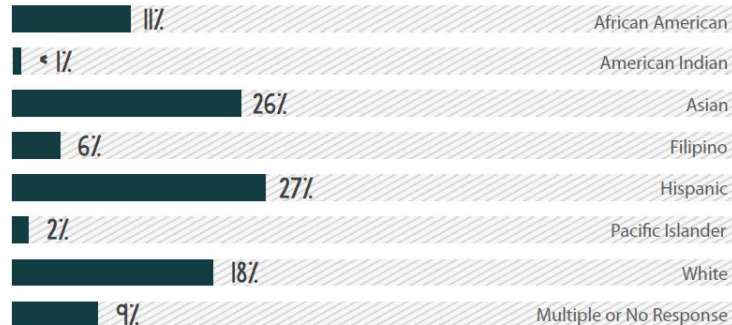
- **Goal 1:** Increase leadership development among teaching, administrative and classified staff.
- **Goal 2:** Improve support for professional growth among existing and newly hired staff.
- **Goal 3:** Improve staff diversity to better represent that of the student population.

OBJECTIVES

- Provide an overview of the recruitment and retention efforts in EGUSD
- Discuss ongoing efforts made to diversify the EGUSD workforce

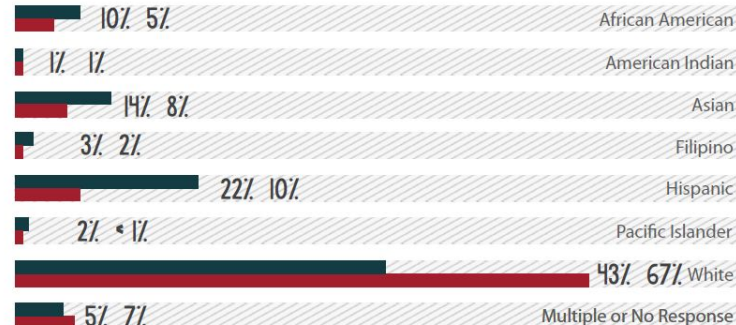
Current Reality

TOTAL STUDENTS - 63,152 CBEDS (2019-20)
32,118 Grades TK-6 **31,034** Grades 7-12



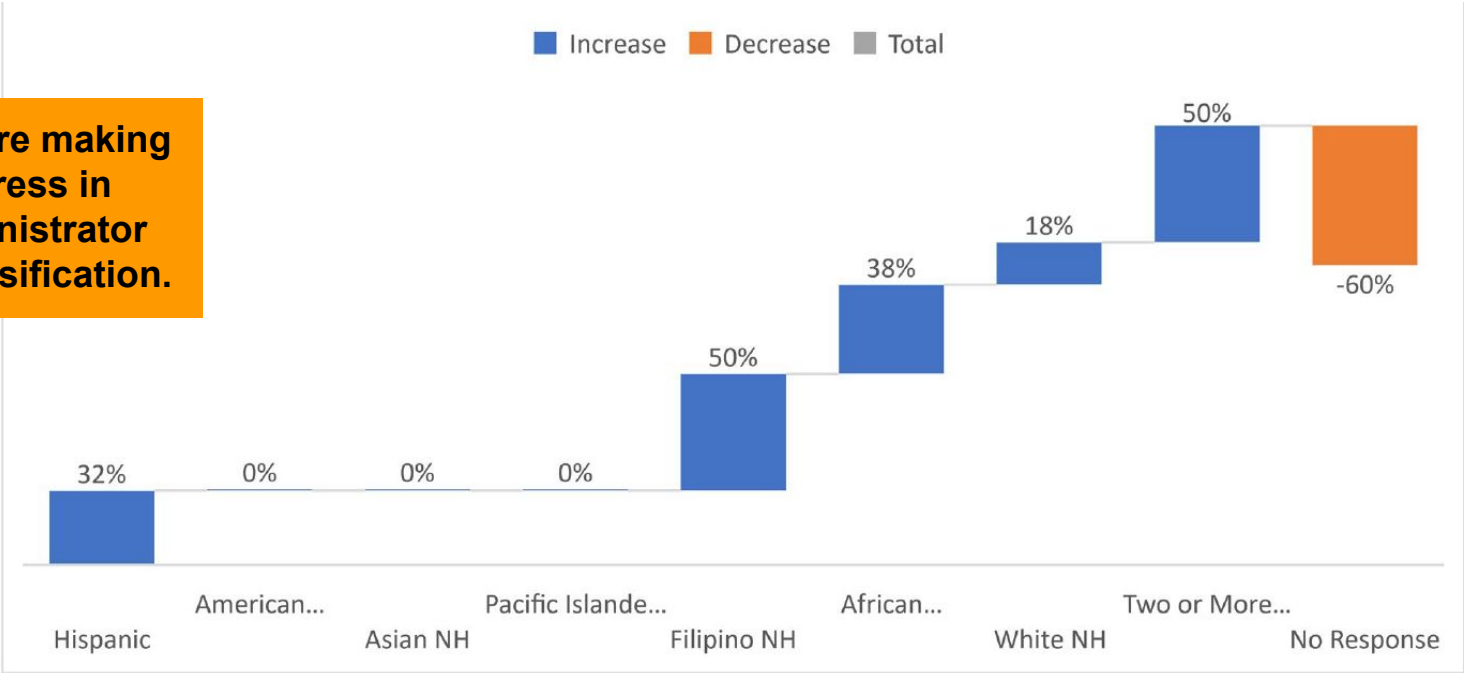
TOTAL EMPLOYEES - 6,517

2,787 Classified **3,491** Certificated **239** Administrators



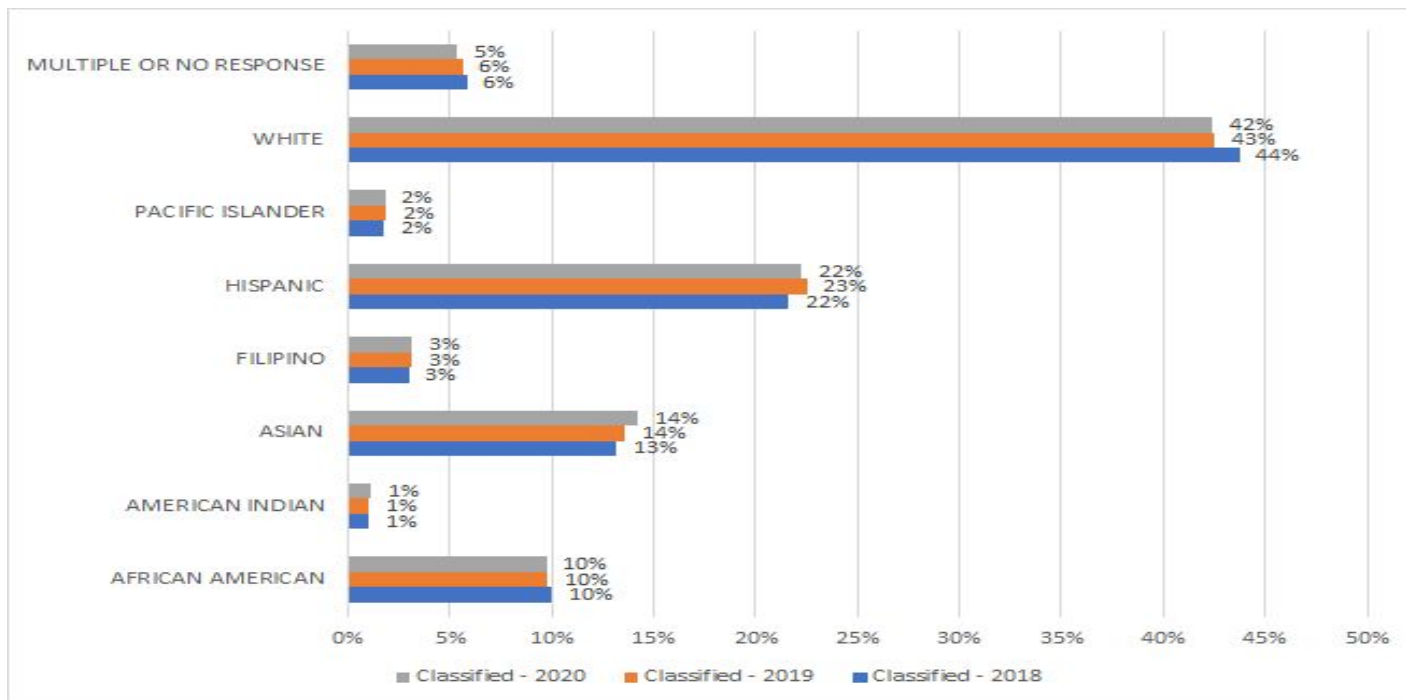
Multi-Year Administrator Ethnicity Growth/Decline 2013 - 2019

We are making progress in administrator diversification.

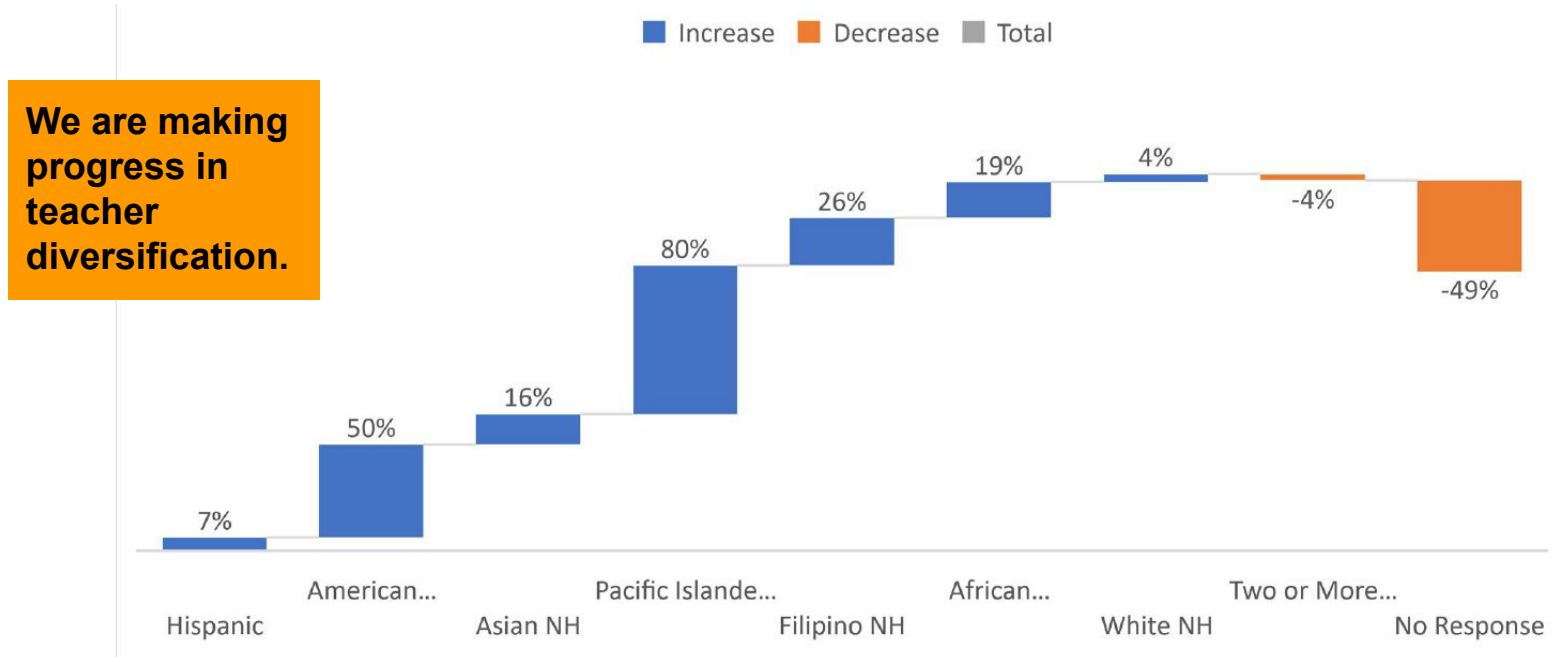


Source: CDE DataQuest 2013-14 School Year compared to 2018-19 School Year for Elk Grove Unified School District - Administrators

Our Current Reality- EGUSD Classified Staff Diversity



Multi-Year Teacher Ethnicity Growth/Decline 2013 - 2019



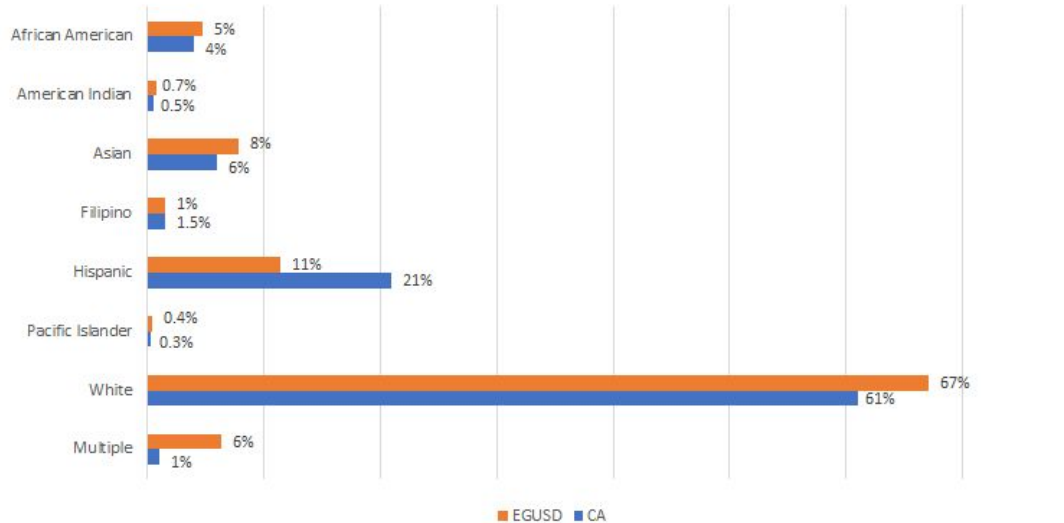
Source: CDE DataQuest 2013-14 School Year compared to 2018-19 School Year for Elk Grove Unified School District - Teachers

Our Current Reality - EGUSD Certificated Hiring Trends



Our Current Reality - EGUSD Diversity vs. State Diversity

EGUSD Teachers vs. CA Teachers



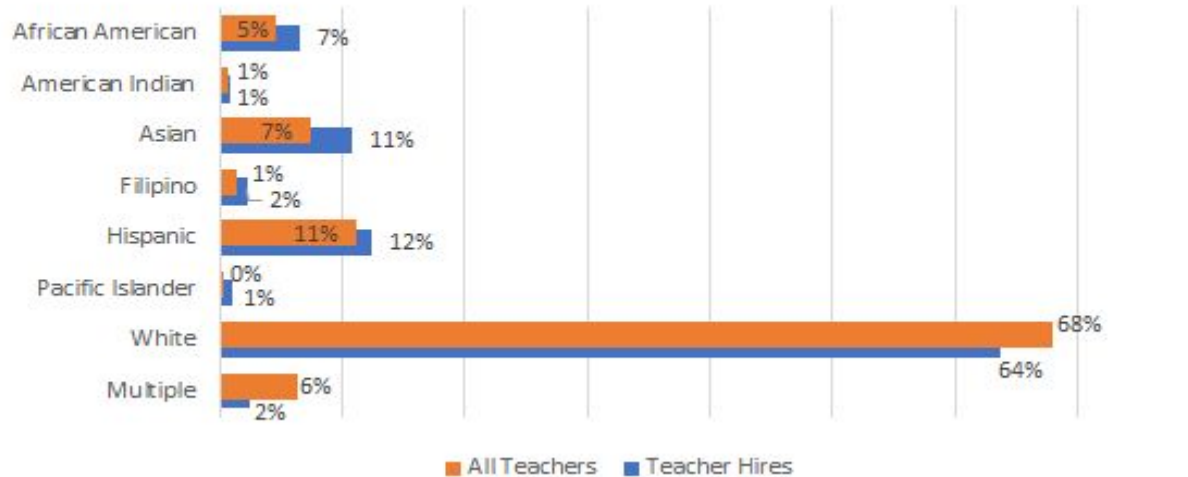
Elk Grove exceeds the state average in the following sub groups:

- African American
- Asian
- Pacific Islander
- Multiple (Two or more races)

*2018-19 State data

Teacher Hiring Diversity - EGUSD/State Comparison

Diversity in EGUSD Teachers and Newly Hired Teachers

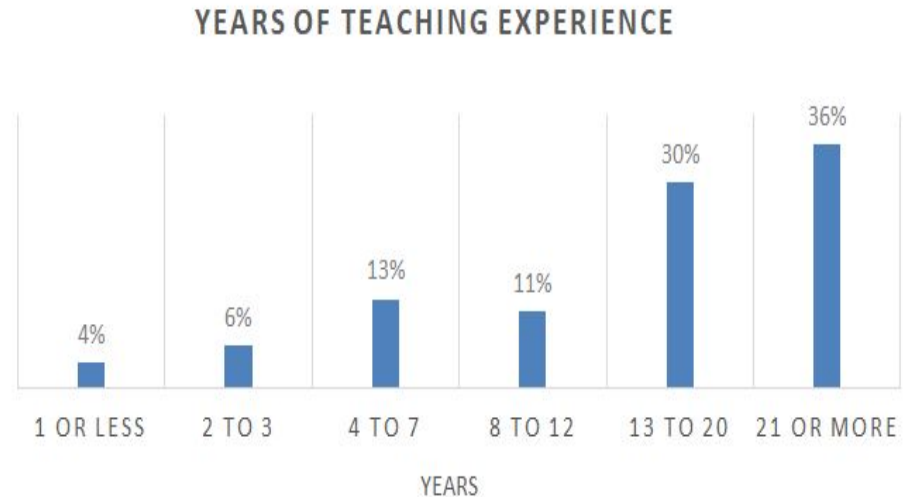


EGUSD is making an intentional effort to recruit a diverse group of teachers for our students.

Source: Elk Grove Unified School District Research & Evaluation Department. EGUSD data is a three year average

Current Reality - Teacher Experience

- The majority of the District's teachers are highly experienced
 - EGUSD teachers have an average of **16 years** of experience-that's roughly **30%** more than the state average of **12 years** of experience
- Fewer than **5%** of EGUSD teachers are teaching for the first time



Source: Elk Grove Unified School District Research & Evaluation Department

Teacher Attrition and Turnover

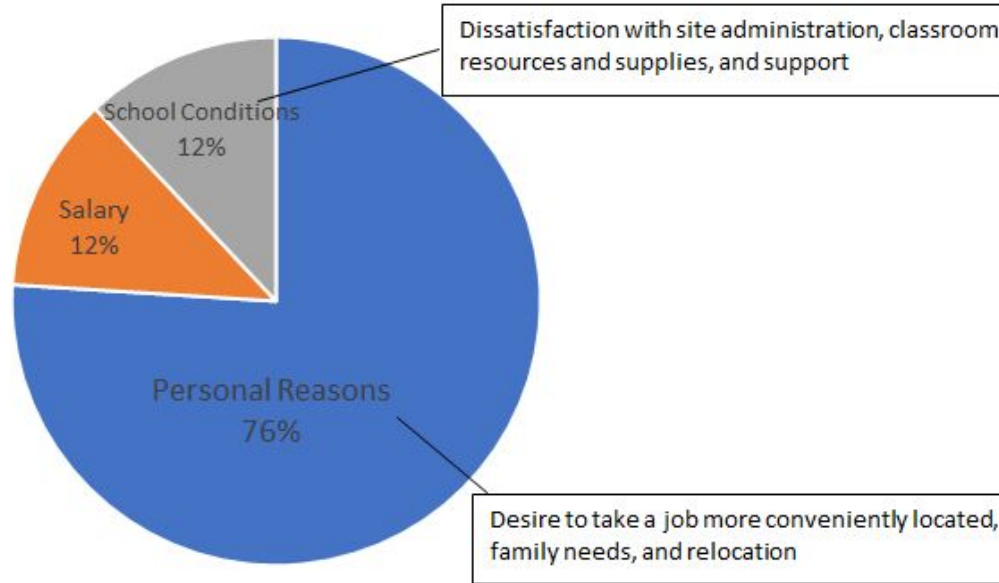
- In EGUSD, approximately 20% of annual turnover is due to retirement



Teacher Turnover - EGUSD

- EGUSD teacher turnover rate is roughly 8% compared to the state average of 12% (2015-16)
- About 60% of the teachers who leave the district have more than ten years of experience
- New teachers (1-2 years of experience) account for nearly 15% of turnover on average

Why are EGUSD Teachers Leaving?



Our Current Reality

Economic Policy Institute

About Areas of Research Publications Experts Resources

The teacher shortage is real, large and growing, and worse than we thought

The first report in 'The Perfect Storm in the Teacher Labor Market' series

Report • By **Emma García** and **Elaine Weiss** • March 26, 2019

EDUCATION RESEARCH

Is Teaching Still an Appealing Profession? A Growing Teacher Shortage Worries Experts

By Stephen Noonoo Mar 4, 2021

Los Angeles Times

Subscribe | \$1.5 week

Newsom's budget includes \$900 million to address California teacher shortage



A shortage of teachers and Covid-19 create a perfect storm for the education system


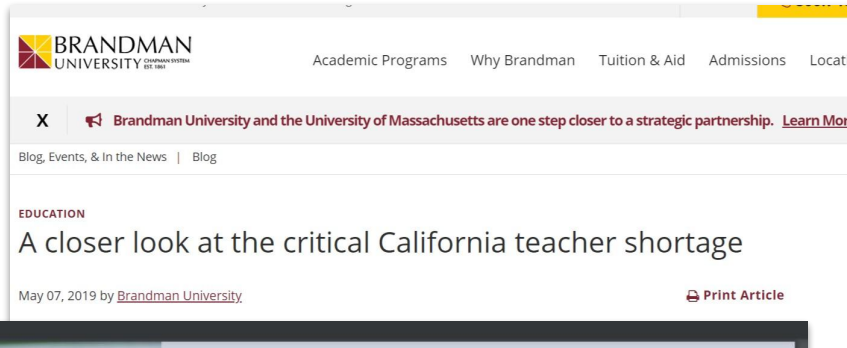
A shortage of teachers and Covid-19 create a perfect storm for the education system

PUBLISHED FRI, OCT 9 2020-6:00 AM EDT | UPDATED FRI, OCT 9 2020-9:44 AM EDT

ENGAGING | GROWING | UNIFYING | SCHOLARLY | DIVERSE



Our Current Reality



[The 6 Steps](#) ▾ [Who Are You?](#) ▾ [Teacher Shortage](#) ▾ [Career Pla](#)

High-Need Subject Areas

In the 2018-19 school year, California employed 315,802 teachers to educate over 6.2 million students in 1,037 school districts. While all the subjects taught in the public schools are important, there is a greater shortage of teachers in particular subjects. Obtaining a teaching credential in one of these fields would help reduce the shortage, may increase your chances of employment, and increase your geographic choices. Shortage areas include:

- [Special Education](#)
- [Mathematics](#)
- [Science](#)
- [Bilingual](#) 🗣️
- [Career technical education](#) 🎓

Elk Grove Unified School District Talent Acquisition Campaign

February-July 2021



Tactics:

- Display (English/Spanish)
- Google Search Ads
- Bing Search Ads
- Instagram Ads (English/Spanish)
- Facebook Ads (English/Spanish)
- LinkedIn Ads (English)
- Video Pre Roll
- Billboard (February)
- Blogs/Press-Releases

Deliverables Thru April 28th

- 7,000,8442 impressions
(sets of eyes that saw an ad or ears that heard it)
- 10,162 engagements with the ads (people clicking to learn more)

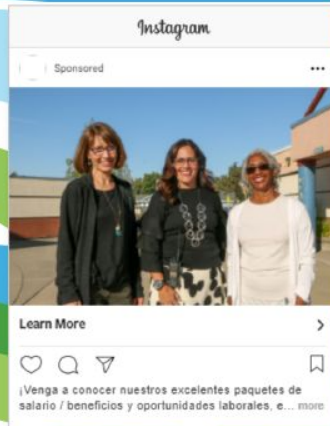
Audience Targeting:

Location (Yolo County California, Amador County California, El Dorado County California, Solano County California, San Joaquin County California, Sutter County California, Contra Costa County California, Sacramento County California, Placer County California, Butte County California, Alameda County California, Greater Sacramento Area (Paraeducator) event) and Geo-Targeting around Historically Black Colleges & Universities

People interested in (Education jobs, Teaching jobs, Online Teaching jobs, Teaching assistant jobs, Teaching opportunities)

Job titles targeted (Assistant Principal, Elementary Principal, Primary School Teacher, High School Principal, Art Teacher, Science Teacher, Teacher, Middle School Principal, Middle School Science Teacher, Teaching Assistant, School Counselor, Assistant Principal High School, Student Teacher, High School Teacher, School Teacher, English Teacher, Mathematics Instructor, School Nurse, Middle School Teacher, Substitute Teacher, Teacher Assistant, Chemistry Teacher, School Bus Driver, Special Education Teacher, Mathematics Teacher, Elementary School Teacher)

Digital Ad Samples:



Video Samples:



RECRUITMENT

EGUSD Recruitment Events in 2020-2021

February 27, 2021 - Interview Mock Day/Recruitment Fair 9:00-4:00 p.m.

March 3, 2021 - Hosted Certificated Educator Virtual Recruitment Event 4:00-6:30 p.m.

March 24, 2021 - Top School Jobs Virtual Career Fair - EDWEEK 11:00-4:00 p.m.

April 6, 2021 - Sacramento State Educator Recruitment Expo 10:00-2:00 p.m.

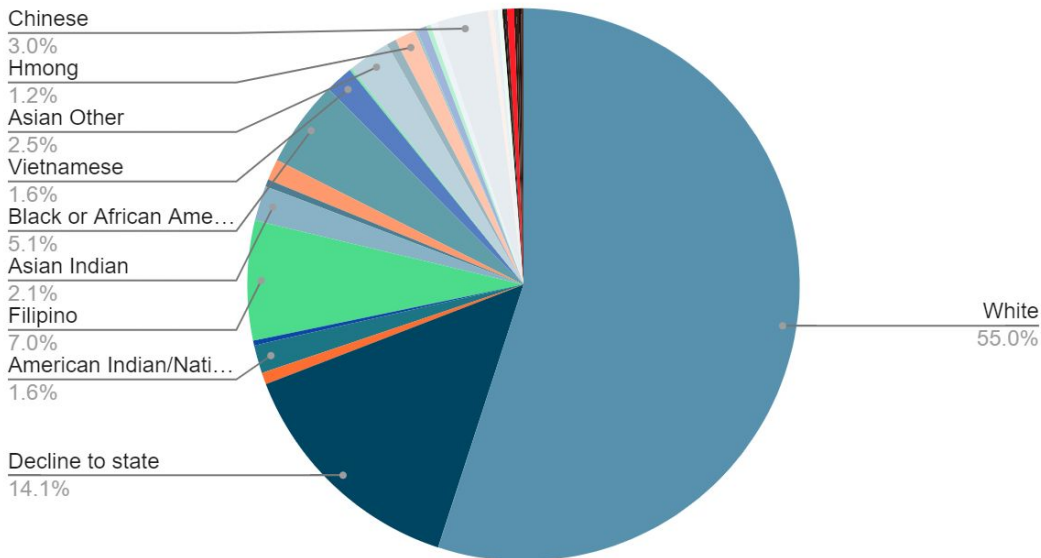
April 29, 2021 - Hosting Paraeducator Virtual Interview Day 3:30-5:30 p.m.

June 10, 2021 - Hosting Classified Job Fair 4:00-6:00 p.m.

Certificated Virtual Recruitment Event

- 1000 participants registered
- 765 attended event on the day of the event
- Diverse pool of talent
 - 70.6% Female
 - 28.0% Male
 - 1.4% Decline to State
- Participants were from multiple states and countries
- Participants held various credentials including math, science, special education, school nursing and preschool teachers

Attendee Ethnicity & Race



Arizona, California, Colorado, Florida, Georgia, Indiana, Kansas, Massachusetts, Nevada, New Mexico, Oregon, Pennsylvania, South Carolina, South Dakota, Utah, Washington

California: Fort Bragg to San Diego

Countries: USA, Bolivia, Germany, Honduras, Japan, Philippines, Singapore

Our Current/Ongoing Efforts

University Partnerships

2020-2021 school year - 171 student teachers placements from 21 different universities.

We have current MOUs with 45 different university/organizations for student teaching, clinical experience/fieldwork and internships.

2019-2020 school year - 210 student teachers placements from 16 different universities.

2018-2019 school year - 125 student teachers placements from 17 different universities.

Our Current/Ongoing Efforts - REACH Grant

- Retaining Educators through Assistance, Collaboration, and Hiring (REACH) grant is a partnership with EGUSD and University of the Pacific that allows candidates to get their Master of Arts in Education and their credentials and then work for EGUSD
- 3 year partnership for 60 candidates to get their mild/moderate and moderate/severe teaching credentials (These are hard to fill positions)
- Cohort 1- 13 candidates who are going to be ready to teach this summer in our schools
- Most of the candidates are from diverse backgrounds. Some are already working in EGUSD as classified employees and some are also our former students
- We have identified 27 candidates for Cohort 2 and they are scheduled to start classes in June 2021

Our Current/Ongoing Efforts

- Outward Mindset in Education (Arbinger) - Focus on people and relations
- Equity focused approach to hiring
 - Exploring a potential partnership with Project Edquity
- On board training for substitutes and all new staff
- Exploring the expansion of the REACH grant
- Induction support and intern support from our current staff
- HR and Communications collaborating with other departments to increase internal communications

Additional Ideas Under Development

- Workforce Planning
 - Working with Project Edquity to connect with local HBCU Alumni Associations
- Employee Entrance surveys
- Educator Affinity Groups
- Development of “Educator Clubs” at select high schools
 - We have grants from CSUS to support this
- Working on increasing responses to our exit survey
- Exploration of stipend for mentor teachers for our newly hired Special Education (SPED) teachers and Speech and Language Pathologists (SLP) who take SLP interns
- Expansion of our partnership with CSUS for summer learning and beyond

Questions