



— **Finding New Ways to Recruit the  
Best Teachers to Milpitas USD**

3/14/17

# Statewide Teacher Shortage Hitting Home

- 17,600 less teachers in the CA workforce than 2007
- Shortages in ALL subject areas
- 15,582 open teaching positions in California
- MUSD Openings for 17-18
  - 17 Special Ed. including psychologists and SLPs
  - 6 Multiple Subject
  - 2 BCLAD for Dual Immersion
  - 1 Science Specialist
  - 10 Secondary

# Roll Out: We are all Part of the Solution!

## Outreach to Multiple Groups

- Management Team
- Board of Education
- Community - MUSD “What’s Great About Teaching Videos” on website
- Student Teachers - Early Interviews
- MUSD Staff - Recruitment Resources
- Grow our Own - Grant with SCCOE

# Earlier Timelines

## Revised Processes

- Intent to Return Letters by 1/15/17
- Tentative Assignments by 2/17/17
- 1st Certificated Bulletin - 2/28/17
- Begin Internal Transfer Process - 2/28/17
- Job Pools Posted on Edjoin and Handshake with 100+ colleges - 2/1/17
- Begin Hiring - 3/15/17

# New Avenues

## New Solutions:

- Teachers - Attend Cal. Association of Bilingual Educators (CABE) and CA Psychologist Conferences
- Utilizing **Handshake** - posting jobs with 100+ colleges - Nationwide
- Revised hiring contract to allow for immediate, on site offers at recruitment fairs

# Rigorous Recruitment Fair Schedule

- **Colleges and Conferences** - CA East Bay, SJSU, SCU, Stanford, USF (new), Notre Dame, CSU Stanislaus, Berkeley, CSU Monterey (new), University of Oregon (new), Cal. Association of Bilingual Educators (new), CA Psychologist Conference (new), Sonoma State (new), National University, and San Francisco State (new),
- **Focus on Diversity** - SV Diversity Fairs (3)
- **SCCOE Fair** - March 25th

# Target: All Current Hires Completed by 6/30/17

- **New Plan after 6/30/17**

- Continue to post on Edjoin and Handshake
  - Work with National University, SJSU and EPIC program at SCCOE to hire interns.
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