



Educator Recruitment and Retention Plan

Strategy Overview

1

Improve the hiring process to make it more timely, accessible and transparent

2

Strengthen relationships with local higher education institutions to solidify a pathway to becoming a licensed educator in SPPS

3

Develop new and expand existing supports for new SPPS educators that help them navigate their careers in SPPS

4

Offer districtwide supports aimed at improving working conditions for educators of color that create a sense of belonging and aim to reduce isolation

5

Utilize data to refine educator recruiting and hiring practices

Strategy 1: Improve the hiring process to make it more timely, accessible and transparent for educator candidates

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Priority 1

Host recruiting events within communities that are reflective of the SPPS student body throughout the school year with opportunities for candidates to connect with current SPPS educators

Priority 2

Increase social media presence and activities to support educator recruitment

Priority 3

Refine an early offer program for educators in high-need areas, guaranteeing a position in the district (with school placement determined later in the hiring cycle)

Priority 4

Review the hiring process and document the process clearly to outline each step for candidates and hiring managers

Strategy 2 - Strengthen relationships with local higher education institutions to solidify a pathway to becoming a licensed educator in SPPS

Priority 1

Host convenings with local educator preparation programs to discuss emerging trends and needs regarding educator preparation, newly hired educators and a diverse educator track to licensure

Priority 2

Define and expand new educator tracks, given the impact of teacher shortages, that give SPPS students and staff opportunities to become future SPPS educators and diversify the educator workforce

Strategy 3 - Develop new and expand existing supports for new SPPS educators that help them navigate their careers in SPPS

Priority 1

Create an orientation guide for new educators that they can use to help navigate the district

Priority 2

Implement an ongoing new educator orientation program to ensure SPPS educators are prepared to enter into their first year in the district

Priority 3

Strengthen mentoring experiences through enhanced professional development offerings for mentors

Priority 4

Create and provide a plan and resources for school-level induction support for educators in their first three years

Strategy 4 - Offer districtwide supports aimed at improving working conditions for educators of color that create a sense of belonging and aim to reduce isolation

Priority 1

Expand affinity groups based on race, ethnicity, and/or gender so that educators have spaces to discuss shared experiences

Priority 2

Create formal program connecting 3rd-year BIPOC educators with experienced BIPOC educators

Priority 3

Offer racial affinity-based mentoring partnerships for 1st-year educators

Strategy 5 - Utilize data to refine educator recruiting and hiring practices

Priority 1

Produce data reports and dashboards that disaggregate applicant and hiring data by race/ethnicity

Priority 2

Establish educator recruiting, hiring and retention targets and regularly monitor progress toward targets

Priority 3

Conduct stay and exit interviews to collect data that will inform the educator recruitment and retention strategy

Priority 4

Identify and measure progress on recruitment and retention targets and revise district hiring processes to reflect the district needs