



HUMAN RESOURCES RECRUITMENT AND SELECTION UPDATE

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AGENDA



- ☐ Priorities
- ☐ 2017-2018 Progress and Results
- ☐ Current Year Progress-to-Date
- ☐ Current Initiatives: Strategy and Progress
- ☐ On-Going Challenges

RECRUITMENT TEAM BACKGROUND

- ☐ Formed in July 2017 to address on-going teacher shortage
- ☐ Comprised of Director of Recruitment, Customer Service Representative, Generalist, Six Teacher Leader Fellows, and School Leader Teams
- ☐ Tasked with recruitment and selection work streams for all District positions except school and District leadership, with a focus on teachers and other school-based staff

RECRUITMENT & SELECTION PRIORITIES



Build brand and market

- ☐ Design new infographics and materials
- ☐ Mobilize branding via new and current employees
- ☐ Leverage online and print media (e.g. LinkedIn, HBCUcareers.com) to reach national and local networks

Ensure rigorous, equitable selection process

- ☐ Competency-based selection tools and process, including performance tasks
- ☐ Support hardest-to-staff schools with early access to teacher hiring
- ☐ Involve current teachers in initial interview stage
- ☐ Hire earlier in season

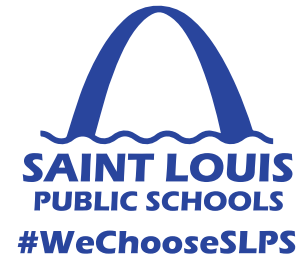
Develop strong sources of diverse, committed teachers

- ☐ Expansion of St. Louis Teacher Residency partnership (pending renewal)
- ☐ Tutoring support for current employees to pass certification exams
- ☐ New accelerated program for non-certificated employees to obtain certification (pending)
- ☐ Continued partnership with universities to increase student teacher pipelines

Empower school leaders to lead their talent work

- ☐ Train principals to develop site-specific tools
- ☐ Equip principals to retain talent and market their schools
- ☐ Provide appropriate tools and resources to simplify hiring processes

YEAR ONE (2017-2018): PROGRESS AND RESULTS



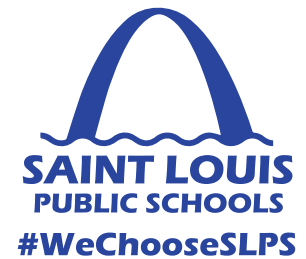
Pre-hire cohort to promote equity in our hardest-to-staff schools

- ☐ Vacancy gap eliminated
- ☐ 50% reduction in vacancies

Alternative sourcing for diverse talent and hard-to-staff areas

- ☐ Partnership with St. Louis Teacher Residency launched.
 - ☐ Cohort of residents composed of 58% persons of color. Half of residents will teach math or science
 - ☐ Program trains SLPS teachers to coach residents, a leadership opportunity for current teachers
- RFPs released to increase diversity in applicant pool and internal pipelining
 - ☐ Teacher certification for non-certificated employees
 - ☐ Tutoring for licensure exam
 - ☐ International recruitment

YEAR ONE (2017-2018): PROGRESS AND RESULTS



Significant shift in *when* and *how* we hire

- ☐ Applicants go through four screening phases.
- ☐ We empowered school leaders to hire talent earlier:
 - ☐ At the end of March 2017, we had no teachers under contract with us. At the end of March 2018, we had 45 teachers with signed offer letters.
 - ☐ At the end of June 2017, we had 134 teachers under contract with us. At the end of June 2018, we had 200 teachers with signed offer letters (49% increase in hires by June 30).
- ☐ On 8-30-18, 95.2% of teaching positions were filled. In 2017, the comparable fill rate was 94.6% and in 2016, it was 90.4%.

Improvement in principal satisfaction with Recruitment Team

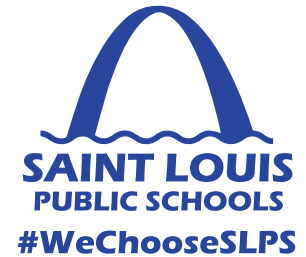
- ☐ Principals rated their satisfaction with the Recruitment Team's support in filling their teacher vacancies as an average of 4.1/5 [survey given fall 2018].

PERCENTAGE OF TEACHING POSITIONS FILLED ANNUALLY FOR LAST SIX YEARS



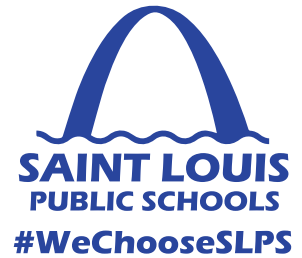
School Year	Number of Teaching Vacancies on September 1 Annually	Percentage of Teaching Positions Filled on September 1 Annually
2013-2014	150	92.6%
2014-2015	138	93.0%
2015-2016	134	92.9%
2016-2017	187	90.1%
2017-2018	105	94.4%
2018-2019	82*	95.2%

CURRENT YEAR: PROGRESS-TO-DATE



- ☐ **Establishment and expansion of teacher pipelines**
 - ☐ New partnership to provide licensure exam tutoring
 - ☐ International recruitment
 - ☐ Accelerated non-certificated pipeline to teacher certification (pending)
 - ☐ Expansion of St. Louis Teacher Residency
 - ☐ Increased accountability and alignment with Teach For America
- ☐ **Continuation of pre-hire cohort**
 - ☐ 24 schools based on historical staffing data and academic status
- ☐ **Presence on more than 18 university campuses (including five HBCUs)**
- ☐ **Continuation of teacher referral incentive**

CURRENT YEAR: SELECTION PROGRESS



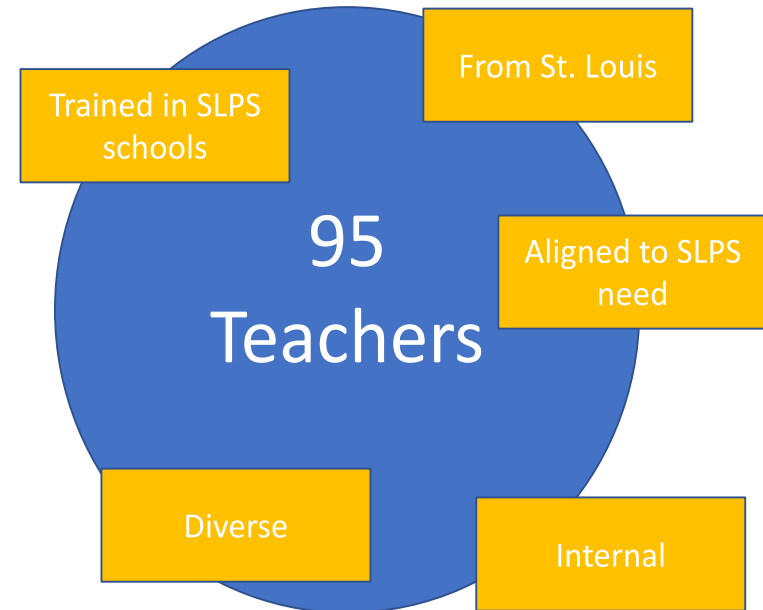
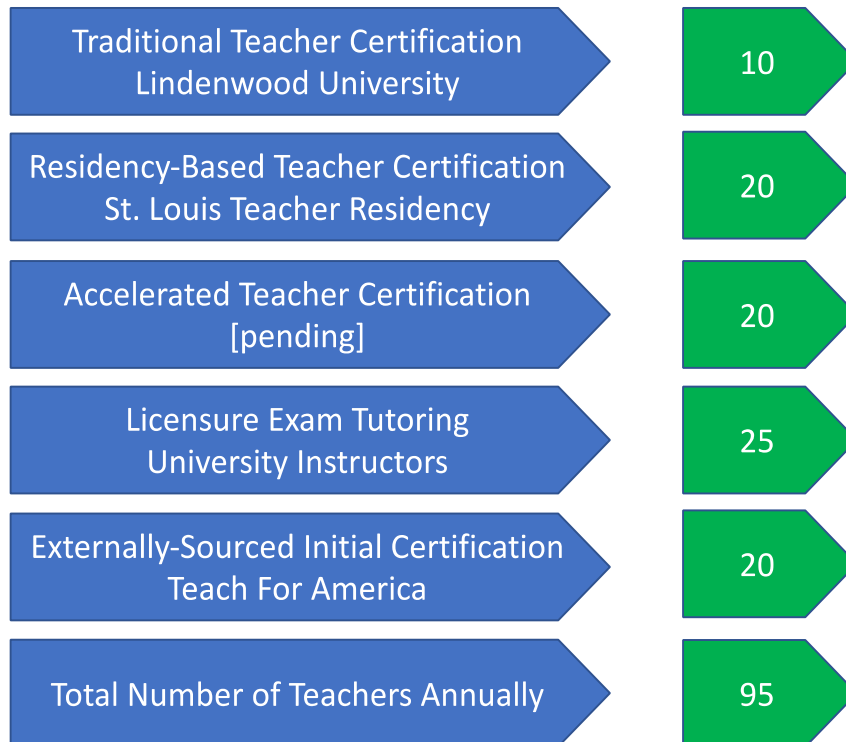
As of Friday, April 5, 2019:

- ☐ 654: Total Number of Applicants Screened
- ☐ 341: Number of Formal (AppliTrack) Teaching Applications Screened
- ☐ 239: Number of Phone Interviews Completed
- ☐ 206: Number of In-Person Panel Interviews Completed
- ☐ 92: Number of Candidates Selected for Individual Schools for 2019-2020
- ☐ 129: Number of Candidates Recommended for Hiring Pool for 2019-2020

CURRENT PIPELINES FOR SLPS EDUCATORS



Pipelines Strategy: Annual Yield



ON-GOING CHALLENGES

- ☐ Teacher shortage, locally and nationally
- ☐ Shrinking diversity in applicant pool
- ☐ Burden of cost and operational capacity to finance and facilitate alternative pipelines
- ☐ Retention of current teaching workforce
- ☐ Readiness of incoming teachers for SLPS classrooms