

Teacher Communication Group

2/23/23

Melissa Izatt shared some data regarding recruitment and the challenges the school system has experienced.

- This year, we have hired nearly 600 new teachers, which is a major increase from years past.
- Typically, the highest area that is cited as a reason for departure among our certified employees is spouse relocating. However, increasingly, we are seeing more select that they are dissatisfied, which is a huge focus for us this year to ensure that we can promote effective retention (our goal is to promote a retention-first recruitment strategy)
- The funnel of recruitment for us includes Traditional methods, our Grow-Your-Own pipeline, and alternative pathways that are quickly becoming our primary pathways in recent years.
- 148 permits have been issued this year, which is an increase over 36 permits last year.
- We are also working on our efforts to recruit a more diverse teacher workforce. We have seen a 2% increase in our percentage of racially and ethnically diverse candidates. We are still a long way from reflecting our student population, but the team we have in place who are working on this is a great team.
- Recruitment and retention initiatives:
 - Contractors for special services - SLPs
 - \$30 stipends for each class covered during a teacher's planning
 - 5 admin assistants to support SLP caseloads
 - Training on generations in the workspace
 - HR Outreach
 - Praxis prep and reimbursement
 - Exploring tuition reimbursement
 - Partnerships with job centers, ft. campbell

Patti Koloski also shared some information about workplace improvement initiatives

- Teacher retention continuous improvement team
- Upbeat survey
- HR Outreach - we're bringing the resources to you!
- Exit interviews
- Employee Feedback collection

Matt Slight and Code of Conduct

- Our code of conduct is a living document that we review and refine every year.
- We know that students are very different from how they have been in years past. The rate of change in our students is exponential. Our world is changing at a rapid pace, and the challenges students face are different. We have to adapt our expectations to ensure they continue to be high and also meet students' needs.
- Mr. Slight shared the overview of feedback collection for the code of conduct. This information is included in his slides.

- We want to ensure that we are responding to behavior the right way - when a student cannot do math, we teach. When a student cannot behave, we punish. We have to figure out ways to respond to those behaviors so that students' cannot disrupt learning, but also receive the support they need to learn.
- We need to ensure our teachers have the support and encouragement they need to support students too, so they don't feel unsupported.
- Mr. Slight walked through the consequences that are in the code of conduct and the categories.
- What did the data tell us from our survey?
 - The code of conduct needs clarity, consistent application, and student accountability.