



Recruitment and Retention Commission Progress Update

Human Resources Division

May 18, 2021

Mrs. Nadine Jones, Chief Human Resources Officer



Recruitment Urgent Improvement # 1

- Grow new, quality, and diverse teacher pipelines and maximize existing ones.

Action Step	Status
Attract and engage potential candidates through a more substantial digital presence.	Red
Further engage local university and partner programs to market CCSD roles to local teacher candidates and grow our own teaching force.	Yellow
Identify and expand high-quality and diversity focused alternate route to teacher prep/certification programs	Yellow

Action Step # 1

- **Attract and engage potential candidates through a more substantial digital presence.**
 - Position has been created to hire a Recruitment Marketing Specialist.
 - A site survey tool has been added to the Teach.Vegas to gather candidate feedback on their experience while on the website. We will use the results of the candidate feedback to make changes to the site in an effort to improve the candidate experience.
 - Added a candidate relationship management tool (Beamery). The tool will enable tracking of candidates from engagement through hire. Go live July 2021.

Action Step #2

■ Further engage local university and partner programs to market CCSD roles to local teacher candidates and grow our own teaching force.

- Engaged in direct employment marketing to 466 pre-service teaching candidates.
 - Fall semester 228 licensed pre-service candidates and hired 142 (62%)
 - Spring semester 238 licensed pre-service candidates and, to date, have hired 116 (51%)
 - Candidates were engaged with at least 4 campaigns to attract them to CCSD.
- Presented to 44 UNLV projected graduates and held a hiring event. 28 offers of employment.

*Data accurate as of 7 May

Action Step #3

■ Identify and expand high-quality and diversity focused alternate route to teacher prep/certification programs.

- A campaign will be sent out in the middle of May to engage local newly graduated college and university candidates with majors that would be a feeder into teaching; mathematics, English, science and others.
- Community resources (Goodwill and DETR) have been identified that will assist in relieving the financial burden of completing requirements for admission into the program; testing, fingerprints and other expenses.
- News interview with ALTA candidate on 31 March. Applications increased 38% in the final 2 weeks of posting.

Recruitment Urgent Improvement #2

- Create a faster, more streamlined hiring process.

Action Step	Status
Begin teacher hiring in December. This will give CCSD one of the earliest hiring starts and thus an advantage in finding and contracting with more high-quality teachers.	Yellow
Design a streamlined system to ensure principals have time and access to candidate pools to conduct teacher interviews.	Green

Action Step # 1

- **Begin teacher hiring in December. This will give CCSD one of the earliest hiring starts and thus an advantage in finding and contracting with more high-quality teachers.**
- Talent Acquisition conducted an early hire pilot program.
- Using lessons learned from the pilot, Talent Acquisition will begin the early hiring process in November so we will be prepared to extend contracts in early December.
 - The program will expand to include all licensed Critical Labor Shortage positions.

Action Step #2

- **Design a streamlined system to ensure principals have time and access to candidate pools to conduct teacher interviews.**
- As part of the Early Hire interview teams principals have access to view candidates files.
- Principals do not have system access to the applicant pools due to system limitation.
 - Talent Acquisition Team members have access to the Recruiter Pools to increase their ability to quickly make applicants visible to principals.
 - Talent Acquisition will continue to monitor the functionality and effectiveness of the Recruiter Pools as a method for moving candidates forward.

Retention Urgent Improvement # 1

- Better understand teacher and administrator culture and resources to act on improving them over time.

Action Step	Status
Identify a third party vendor to administer Climate Surveys and Exit Surveys to all teachers and staff.	

Action Step # 1

- **Identify a third party vendor to administer Climate Surveys and Exit Surveys to all teachers and staff.**
 - Human Resources worked in collaboration with our colleagues in the Assessment, Accountability, Research, and School Improvement Division to develop and put into production an Exit Survey to those individuals leaving the district voluntarily and a Transfer Survey to query those individuals voluntarily transferring within the District.
 - The data collected will be used to guide decision making in both schools and departments district wide in an effort to continually improve our practice and performance.

Retention Urgent Improvement #2

- Enhance mentoring and coaching for administrators and teachers at every level of the teaching experience.

Action Step	Status
Implement a new administrator mentoring program, focusing on creating a positive climate and culture.	Green
Audit current mentorship practices and research emerging best practices to expand and enhance mentorship of first-year and experienced teachers to ensure teachers get the type of mentorship they need to be successful.	Yellow
Ensure Learning Strategists are in teacher support/coaching roles in schools.	Yellow

Action Step # 1

- **Implement a new administrator mentoring program, focusing on creating a positive climate and culture.**
 - Implemented a new principal mentoring program in March of 2021
 - New principals select and work with a principal mentor
 - Plan to build on the program through structuring monthly or quarterly induction sessions to ensure we are meeting all of their needs
 - Create a mentoring program for novice assistant principals

Action Step #2

- **Audit current mentorship practices and research emerging best practices to expand and enhance mentorship of first-year and experienced teachers to ensure teachers get the type of mentorship they need to be successful.**
 - Aligning current mentoring program with major principles from the new administrator mentoring program.
 - Developing an e-Mentoring program through the use of Teaching Channel Plus for new and experienced beginning teachers (pending Board approval).

Action Step #3

■ **Ensure Learning Strategists are in teacher support and coaching roles in schools.**

- A task force of administrators, central office, and licensed educators will be formed August 2021
 - The description of the RBG3 Literacy Specialist will be used as a guide: requirements, responsibilities, position expectations, and accountability
- Task force outcomes to be completed by November 2021
- Updated expectations shared in preparation for 2022-2023 staffing decisions



CLOSING COMMENTS and
QUESTIONS

CCSD

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