



ACADEMICA

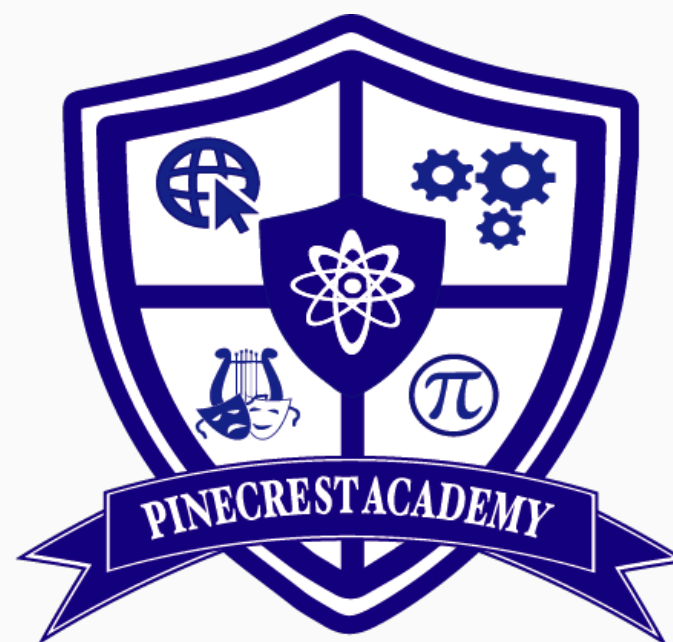
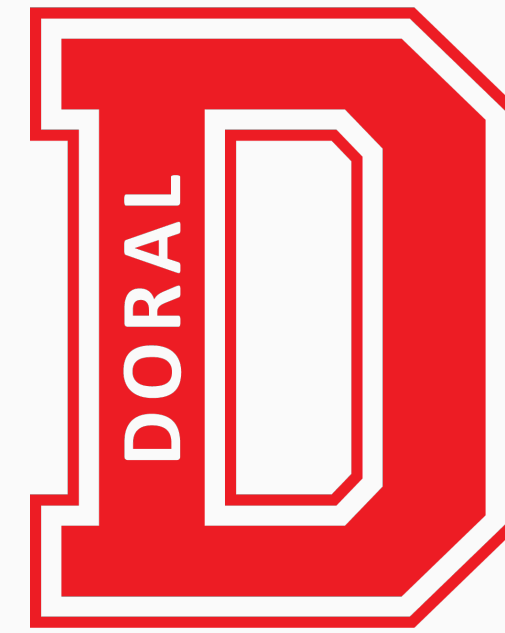
Recruitment and Retention at Academica Supported Charter Schools

Gayle Jefferson & Lorena Perez

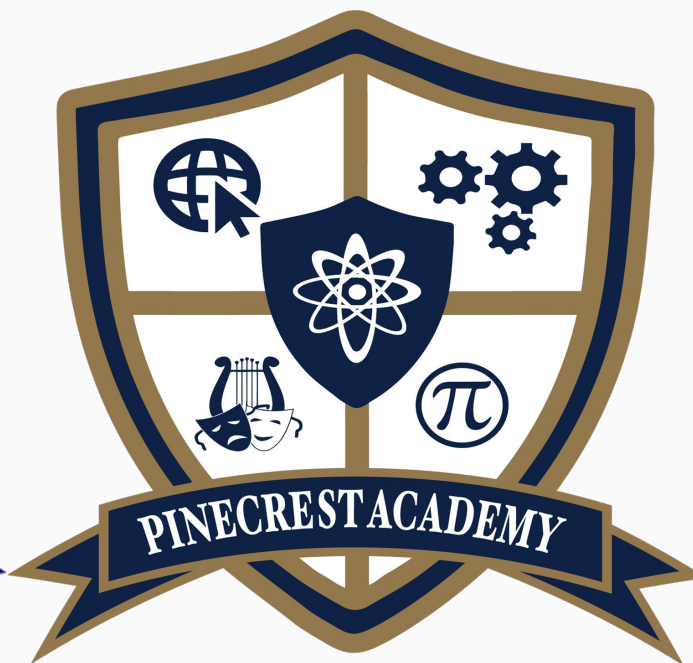
May 2026

Academica Supported Charter Networks

11 Networks
31 Campuses



pinecrestnv.org



Vacancy Rates

Positions reported include SPED Facilitator, Speech Pathologist, School Psychologist, counselors, social workers, administrators

31 total
campuses

6 positions filled
during the 2025-
26 school year

1 position open for
the 2026-27
school year

(Speech Pathologist opening at
MANN)



Recruitment Efforts

Job Postings (Indeed)

Academica Annual Hiring Fair (early March)

Grow Our Own ~ tuition reimbursement programs for support staff positions to get education degrees

Word of Mouth

Retention of Staff

Lower
student to
staff
caseloads

Retention
and Holiday
Bonuses

Professional
Development
Opportunities

Mentorship

Positive
School
Culture



Thanks!