

SUPPORT STAFF RECRUITMENT & RETENTION

Commission on Recruitment and Retention

May 6, 2026

Dana Crowley, Director, Talent Recruitment and Teacher Pathways, Human Resources Unit

JoAnna Grant, Assistant Human Resource Officer, Human Resources Unit



TODAY'S PRESENTATION



01 RECRUITMENT EFFORTS

Connection & relationship-based recruitment.

02 RETENTION STRATEGIES

What we achieved together.

03 VACANCY RATES

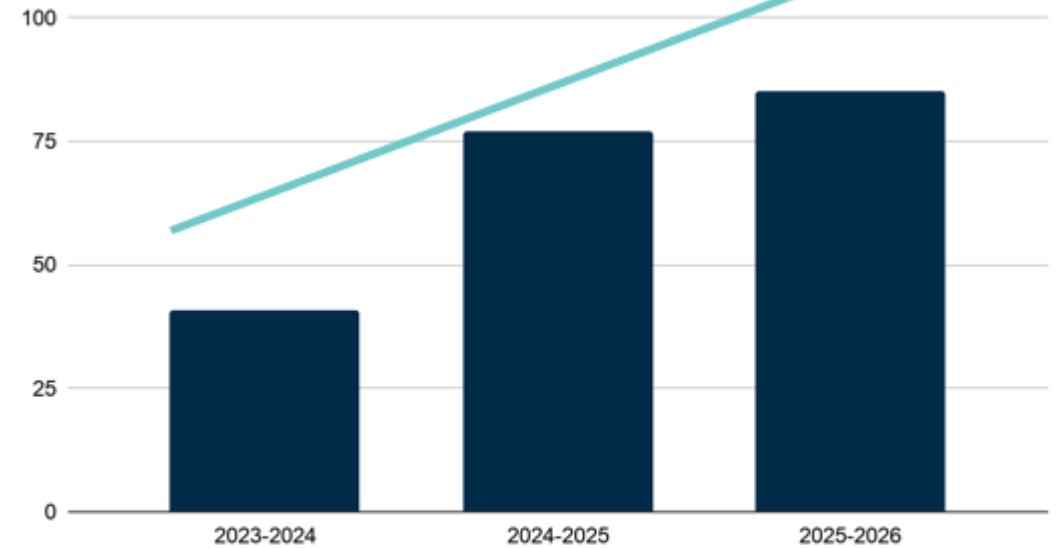
Fewer vacancies means stronger student support.

RECRUITMENT EFFORTS

CONNECTION & RELATIONSHIP BASED RECRUITMENT

CONNECTION & RELATIONSHIP BASED RECRUITMENT.

Support Professional Recruitment Events



107%↑

Increase
2023-2024 vs 2025-2026

MILITARY PARTNERSHIPS & EVENTS

PARTNERING WITH PATRIOTS TO EDUCATION

Events

23

Engaged

359

Applications

81





HIGH SCHOOL EVENTS

2024-2025 & 2025-2026 SCHOOL YEARS

Events

28

Engaged

229

YOUR JOURNEY STARTED HERE

CAMPAIGN

Reach

928

Applications

143

Just
graduated?



Here's your
next move.



Webinar for Recent CCSD Grads



June 10, 2025
10:00 AM - 11:00 AM

Register

July 15, 2025
12:00 PM - 1:00 PM

Register

August 18, 2025
2:00 PM - 3:00 PM

Register



In-Person Application Assistance

June 18, 2025
10:00 AM - 2:00 PM

Schedule an
Appointment

July 22, 2025
10:00 AM - 2:00 PM

Schedule an
Appointment

August 26, 2025
10:00 AM - 2:00 PM

Schedule an
Appointment

“ I feel 100% supported. Ms. Nuanez [my principal] is always here. She’s always rooting for us... I 100% recommend working here.

– Noemi Flores Orozco

YOUR JOURNEY STARTED HERE



SKILLS FOR SUCCESS

CAREER PATHS & READINESS SESSIONS

Engaged

1,014

Applications

5,120

Partners:



Southern Nevada



A K12 Coalition Company



TEACHERS of TOMORROW

CCSD Departments:

Facilities

Food Service

Student Services Division





FAMILY CAREER CONNECTIONS



Reach

96

Applications

165



NV|FORWARD™

UNLV | COLLEGE OF
EDUCATION

PARTNERSHIP IMPACT

619

Completed the Program & Now
Teaching for CCSD

258

Current Support Staff Enrolled

Pathways:

- Early Childhood Education
- Elementary Education
- Special Education

RETENTION STRATEGIES

WHAT WE ACHIEVED TOGETHER

WHAT WE ACHIEVED TOGETHER

DISTRICT SUCCESSES



APPLICATION
PROCESSING TIME

30%↓



FINGERPRINT
PROCESSING TIME

88%↓



RETENTION RATE

92%↑

SUPPORT STAFF ON- BOARDING & RESOURCES

780

**New Employees
Onboarded**
As of March 10, 2026

**Day One
Experience**

**Connected from
the Start**

First district-wide, in-person support staff orientation in 5+ years

Led by HR to create a consistent onboarding experience

On-site access to:

Unions (ESEA & Teamsters) and Payroll & Employee Benefits

Employees leave orientation with questions answered

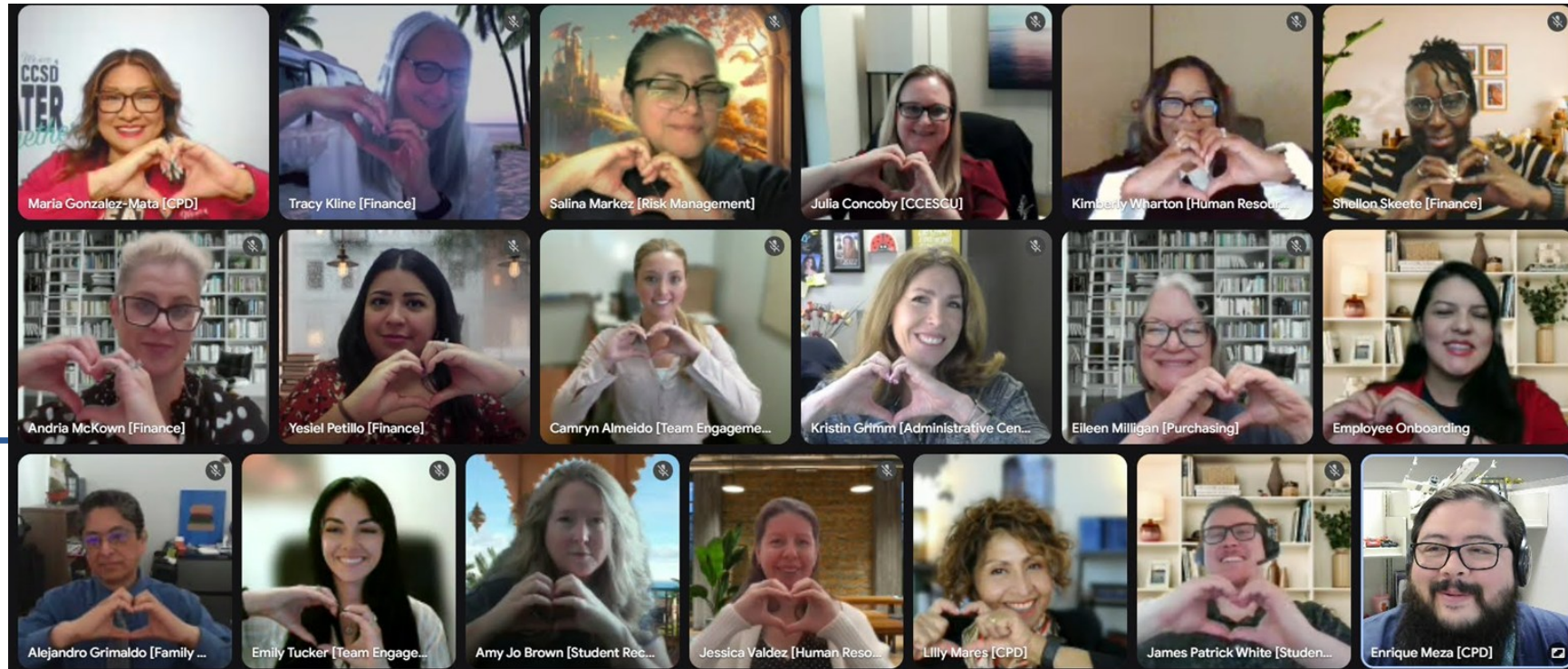


**Continued
Development**

Ongoing Growth & Support

Professional development for new clerical staff delivered by CCSD EOD

Focus on building confidence, skills, and long-term success



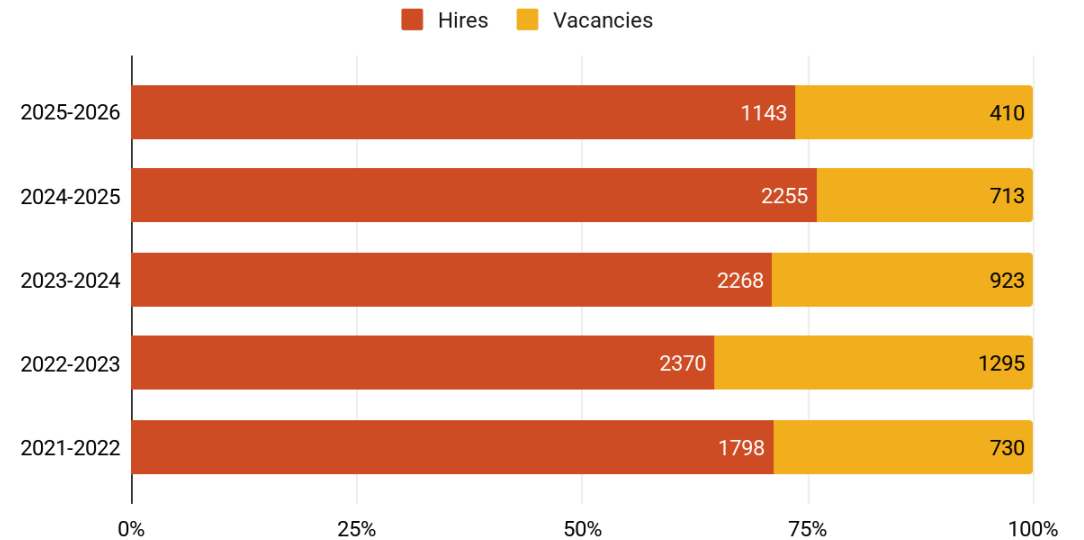
VACANCY RATES

FEWER VACANCIES MEANS STRONGER STUDENT SUPPORT

FEWER VACANCIES

STRONGER STUDENT SUPPORT

Support Staff



CLOSING COMMENTS & QUESTIONS

CCSD

CLARK COUNTY

SCHOOL DISTRICT

BOARD OF SCHOOL TRUSTEES

Emily Stevens, President
Irene Bustamante Adams, Vice President
Lydia Dominguez, Clerk
Isaac Barron, Member
Lorena Biassotti, Member
Linda P. Cavazos, Member
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