

Harvey Hoffman II

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Teacher Hire Job Fair

The job fair was not successful unfortunately. There were a number of districts present with job openings, but a serious lack of candidates. It opened our eyes that teacher hire/turnover is happening across the state. We used our time together to brainstorm ideas on how to address the issue and how we can rev up our outreach. The following bullets are just a few ideas and we encourage everyone to share their ideas as well.

- Teachers Needs/Wants Survey or Questionnaire
 - The intent is to learn about what the candidates look for and if we can improve in a certain area etc. (We could do research through other means, but a survey or questionnaire seemed the easiest route)
 - What do they take into consideration most when searching for a position?
 - What aspect of the job has the strongest influence or most appeal?
 - How much background research is done before applying?
- Outreach
 - More content on Facebook
 - Hashtags for district and each site for easier access (#KSD, #AMNES, #GMSHS, etc.) could be useful for candidates to see more of where they might be applying. Invite community to post (upon approval) to gain more involvement. They are easy, fun, and can reach a large number of people if trending.
 - Update website
 - Kuspuk Poster for Booth -Showcase schools, teachers, students, community, etc.
- Campus Visits
 - Keep tabs on job fairs in UA universities or reach universities nearby any trip (“can I squeeze in a visit?”)
 - Start discussions early with undergraduates
 - More exposure and proactive as a district
- Current Teachers –Support/Encouragement
 - Showcase current and tenure teachers with personal story or journey with district
 - “Why do you work for Kuspuk?”
 - “What do you like most about Kuspuk?”
 - Community input for each site with pictures, quotes, etc.
- Legislature/AASB Support
 - Teacher Turnover within the state
 - More support for teachers
- Interviews
 - Involve more in teacher interviews (teachers, students, parents or community members) for more community buy-in, transparency, and support. The candidates will see how committed involved our district is with its communities.