



EMPOWER95

GOAL AREA	STAFF
STRATEGY	Attract and hire (or contract with partners in unique situations) high quality and diverse teaching, administrative and support staff
RATIONALE	To recruit, hire and develop high quality diverse staff for positions across the district to meet the needs of all students
ACTION PLAN TITLE	Candidate Recruitment & Hiring
ACTION PLAN STEPS	<ul style="list-style-type: none"> • Research opportunities for contract support that may provide a diverse candidate pool • Develop increased partnerships with colleges and universities that provide a broader range of diverse educational candidates • Identify and target post-secondary institutions that offer a high quality and diverse candidate pool • Identify and target institutions that offer a high quality and diverse candidate pool for student teachers: <ul style="list-style-type: none"> ○ Consider opportunities for offering stipends to student teachers (per university/college expectations) ○ Consider potential for housing allowance for student teachers (during the time they are student teaching only). This is also per university/college expectations ○ Other considerations • Through the talent development process identify and support current non-certified staff with access and financial reimbursement (based on Board approved language) for coursework and training to yield potential, future certified positions • Recruit new paraprofessionals through participation in job fairs while promoting benefit packages related to educational benefits (college/university tuition reimbursement as well as potential opportunities for student teaching stipends) • Explore opportunities to partner with Lake County’s Regional Superintendent to support a countywide high school student cadre comprised of students interested in an education career path
TIMELINE	Fall, 2023 and beyond
PROGRESS MONITORING STEPS	<ul style="list-style-type: none"> • By the end of September 2023, identify additional colleges and universities to partner with to support the recruitment of high quality and diverse teaching candidates as well as student teaching candidates

	<ul style="list-style-type: none"> • By the end of 2023-24 school year, administration/staff will participate in recruitment fairs at two or more colleges/universities identified as providing a broader range of diverse educational candidates <ul style="list-style-type: none"> ○ Provide opportunities for candidates to give immediate feedback through surveys/polls regarding their experience with our district Administration to use this information for enhancement/improvement efforts ○ Collect email and/or cell phone information/permission for communication efforts to stay connected with candidates <ul style="list-style-type: none"> ▪ Encourage candidates to sign up for the D95 superintendent newsletter as well as level appropriate newsletters as a part of the recruitment process ▪ Encourage candidates to follow level specific building leader Twitter accounts in order to access building specific newsletters (principals will be tweeting their newsletters on a regular basis) • By the beginning of November 2023, the building administration will identify those current non-certified staff interested in accessing educational benefits to become future certified staff members • By the end of December 2023, identify and bring for Board approval recommendations related to benefit strategies designed to increase the recruitment of high quality diverse staff and student teachers. This could be viable then for the 2024-25 school year • By January 2024, the administration will have identified at least five student teacher placements for the spring semester based on college/university partnerships <ul style="list-style-type: none"> ○ Survey student teachers pre, mid, and post experience to identify successes and opportunities for growth based on their time in D95. Administration to use this information to inform future experiences for student teachers ○ Survey D95 staff supporting student teachers pre, mid, and post experience to identify successes and opportunities for growth. Administration to use this information to inform future experiences for student teacher mentors
<p>INDICATORS OF SUCCESS</p>	<ul style="list-style-type: none"> • At least five student teacher placements during the 2023-24 school year due to increased college/university partnerships • Ability to hire post-student teaching placement of high quality and diverse candidates (as positions become available) • Identification of opportunities to partner with Lake County Regional Superintendent in creating a high school cadre of students with a desire to become future educators • Create a baseline for the number of non-certified staff members accessing their educational benefits to take on different roles and/or become certified staff members and collect this data yearly for comparisons in order to determine success rate of this benefit

	<ul style="list-style-type: none"> • Recommendations for Board consideration of benefit strategies for the recruitment of high-quality diverse staff and student teachers • Data collection used to inform future decisions, enhancements, changes, etc. • Increase the candidate pool for positions across the District
POTENTIAL RESOURCES	<ul style="list-style-type: none"> • Travel expenses for out-of-state college fairs and recruiting (2-3 staff members) • Potential costs associated with either student teacher stipends and/or housing allowances for up to five student teachers during the 2023-24 school year (second semester)
POTENTIAL COSTS	<ul style="list-style-type: none"> • For the 2023-24 school year, travel expenses for two out-of-state college fairs and recruiting efforts - \$12,000 (approximately) • Potential future costs associated with student teacher stipends and/or housing allowances for up to five student teachers per semester - \$40,000 (approximately) • Future year costs will be determined based on success/identified changes based on experiences from the prior year