

# Guardrail 1. Recruit, support, develop and retain high-quality staff.

## **Priority Strategy A:**

Design a cohesive recruitment, support, and retention system that includes innovative, collaborative strategies and partnerships.

## **Description:**

Increase inter- and intra-district partnerships for more cohesive recruitment, support, and retention systems that create a marketable brand for recruitment supported by a strong retention narrative.

## **Activities:**

1. Expand and diversify marketing outreaches, partnerships, and campaigns for employment opportunities within Volusia County Schools.
2. Revise the new teacher program to onboard and support new hires with job-embedded training and mentoring.
3. Assist teacher candidates through the teacher certification process.
4. Implement proactive retention strategies and systems with school and teacher leaders.

## **Rationale:**

By increasing collaborative partnerships to design multi-pronged systems for recruiting and supporting employees, we will increase and sustain our candidate pool to staff the needs of the district.