November 29, 2022

Hiring Challenges

Dear Members of the Blind Brook Community,

Across the country, schools have been facing challenges in finding skilled staff to fill an expanding list of vacancies. Shortages in available candidates for administrative, faculty and support staff positions are being felt throughout our state and local communities. Blind Brook is not immune from these struggles as we have had difficulty filling a variety of positions over the past few years. While challenging, we have been able to fill almost all of our regular positions without sacrificing the quality of the education that we offer our students.

One exception to this is the Instructional Specialist for the DICE (Design, Innovation, Creation and Expression) Program. This position, which was vacated at the end of last school year, provides support and supervision to the Middle School/High School FabLab while also supporting the tenets of DICE in our classrooms. We have been fortunate to have some of our exceptional teachers step up and assist with supporting the FabLab while we search for a person to fill this role, but we remain focused on finding a dedicated professional to help maximize the use of our state-of-the art facilities.

Another notable exception is the District’s struggle to find and retain teacher aides and substitute teachers. This has continued on from last year where these shortages were felt keenly, especially in the Bruno M. Ponterio Ridge Street School. However, as of this writing, we currently have sufficient coverage for substitute teachers and have collected a list of prospective teacher aides. We are confident that all of our positions will be filled within the week.

I want to assure everyone in the community that we will continue to work diligently to fill any outstanding position. I am in constant contact with other Superintendents and senior administrators throughout Westchester to strategize about our shared staffing shortages. In addition to traditional job postings, we are expanding postings to sites such as Indeed. We are also attempting to make connections with colleges that have education majors and are looking to take part in more job fairs. Finally, in connection with the ongoing work of our DEI committee, we are exploring ways in which we can potentially expand and diversify our potential candidate pool by exploring new avenues of recruitment.

There also have been many community members who have offered to help with various positions. I am greatly appreciative of the outpouring of support! Members of the administrative team will reach out if there are ways in which community members can help.

Administrators will continue to work to provide our schools with the best possible staffing to support our educational programs.

Sincerely,
Dr. Colin M. Byrne
Superintendent of Schools