



<b>GOAL AREA</b>	<b>STAFF</b>
<b>STRATEGY</b>	<b>Attract and hire (or contract with partners in unique situations) high quality and diverse teaching, administrative and support staff</b>
<b>RATIONALE</b>	To recruit, hire and develop high quality diverse staff for positions across the district to meet the needs of all students
<b>ACTION PLAN TITLE</b>	Candidate Recruitment & Hiring
<b>ACTION PLAN STEPS</b>	<ul style="list-style-type: none"> <li>• Continue to research and participate in onsite and virtual college career fairs to increase and attract a larger applicant pool</li> <li>• Implement BloomBoard program for Paraprofessionals and district certified staff</li> <li>• Develop ongoing programming to support additional staff through the BloomBoard program</li> <li>• Investigate additional BloomBoard programming options for District 95 students who may desire to pursue teaching as a career but not interested in attending a traditional program</li> <li>• Identify possible incentive programs to attract diverse candidates- for example sign on bonus, relocation allowance, etc.</li> <li>• Explore other options in partnerships with other alternative programming or placements for staff to obtain licensing and opportunities</li> <li>• Increase participation in job fairs by staff members (non-Administrators) to assist in recruitment efforts</li> <li>• 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</li> </ul>
<b>TIMELINE</b>	This action plan started in Fall 2024, and will continue through the 2024-25 school year.
<b>PROGRESS MONITORING STEPS</b>	<ul style="list-style-type: none"> <li>• By October 2024, identify two to three additional onsite and/or virtual career fairs to attend for the 2024-2025 school year</li> <li>• Spring 2025 evaluate progress of BloomBoard programming and open up selection and interest for the following year cohort of staff to apply</li> <li>• By winter 2024, identify staff members interested in attending career fairs with Administration to support recruitment efforts</li> </ul>
<b>INDICATORS OF SUCCESS</b>	<ul style="list-style-type: none"> <li>• Recruitment and hiring of candidates from job/career fairs will be increased by five staff members</li> </ul>

	<ul style="list-style-type: none"> <li>● Ability to evaluation progress of staff in BloomBoard program and potential of placements in other roles as programs are completed</li> <li>● Ongoing data collection to inform future decisions, enhancements, changes, etc.</li> </ul>
<b>POTENTIAL RESOURCES</b>	<ul style="list-style-type: none"> <li>● Travel of staff to career fairs and substitute coverage</li> <li>● Ongoing support and expenses of BloomBoard program</li> <li>● Support for staff (mentoring, technology, etc) for those participating in programming</li> </ul>
<b>POTENTIAL COSTS</b>	<p>Travel expenses for staff to attend job fairs and potential substitute costs (approximately \$2,000)</p> <p>BloomBoard programming (\$50,000 per year)</p>