



District Advisory Council Meeting

Human Resources Update
April 2, 2025

**Stephanie Workman, HR Executive Director
and
Tiffany Fuller, Recruitment, Support and Retention Coordinator**



Recruitment to Date

- ▶ **Total Hires to Date: 1,119**
 - 384 Instructional
 - 572 Support
- ▶ **40 Recruitment Events**
resulting in 1,364 candidates

Join our Family and Make a Difference in VOLUSIA COUNTY SCHOOLS, FLORIDA



ABOUT US

We are seeking caring and committed candidates who want to make a difference in the lives of students and their community.

We offer comprehensive benefits packages, access to Florida Retirement System, advanced degree supplements, and opportunities for professional growth.

POSITIONS

- TEACHERS
- COUNSELORS
- PSYCHOLOGISTS & SOCIAL WORKERS
- SPEECH/LANGUAGE CLINICIANS
- BUS DRIVERS
- CUSTODIANS
- OFFICE SPECIALISTS
- PARAPROFESSIONALS
- SCHOOL NURSES
- SCHOOL WAY CAFE
- MAINTENANCE & OPERATIONS





3 Year Hiring Snapshot

Strategic Plan Guardrail 1 (Strategy A): Design a cohesive recruitment, support, and retention system that includes innovative, collaborative strategies and partnerships.

School Year	Hiring Events	End of Q1 Vacancies	Total Hires
2022-23	70	149	636
2023-24	90	83	644
2024-25	30	70	284
Mid-Yr. Update	40	56	384

► 40 Recruitment Events = 1,364 candidates





Recruitment Partners



**FLORIDA
TECHNICAL
COLLEGE**





EdWeek
Top School Jobs



Area of Focus

- **Bus Operator Shortage**
- Actions Taken:
 - Transportation Salary Increase
 - Bus Driver Specific Job Fairs (one per quarter)
 - 287 Bus Specific Candidates
 - 239 Bus Driver Applicants
 - 34 Bus RTH since Dec.
 - External Recruitment Partner (Insight Global)



COME HOME to your VCS FAMILY

Make a Difference by returning as a
Volusia County Schools Bus Driver
and enjoy these perks when you do:



For More Information
Contact Us
386-258-467 Ext. 50536
vcscareers@volusia.k12.fl.us



We Are HIRING Bus Drivers

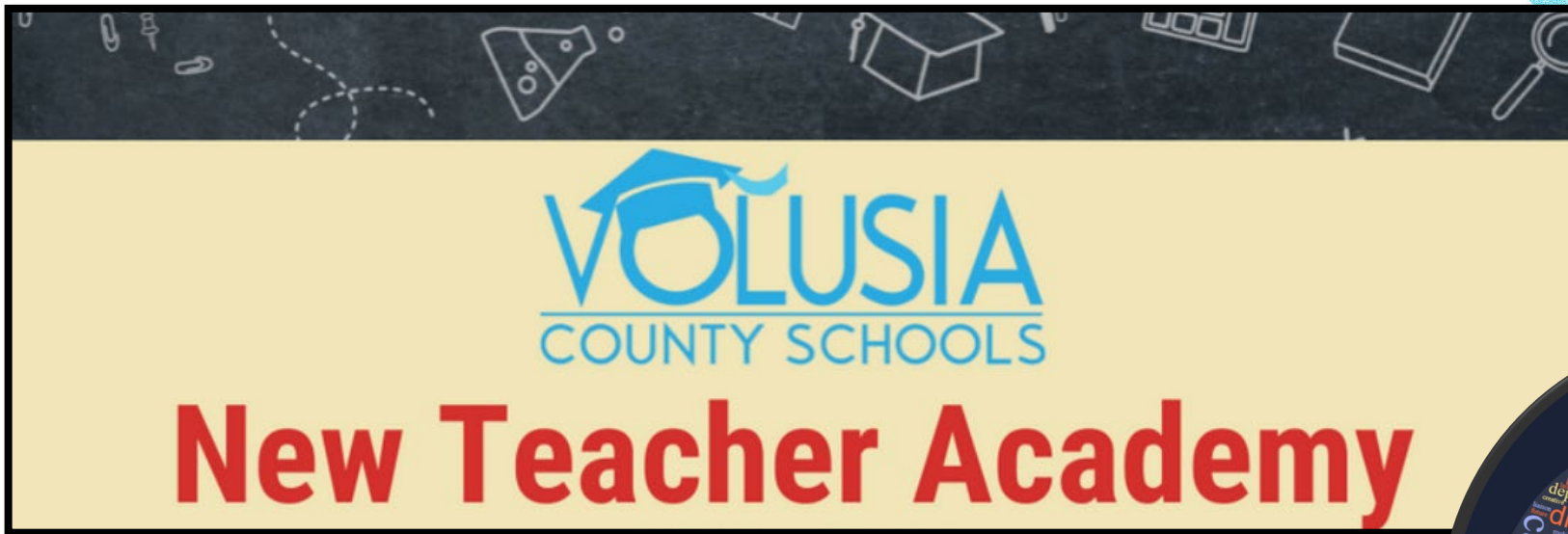


- ✓ FULL & PART TIME POSITIONS
- ✓ PAID HOLIDAYS
- ✓ WEEKENDS OFF
- ✓ OVERTIME OPPORTUNITIES
- ✓ FLEXIBLE SCHEDULE
- ✓ PAID TRAINING AVAILABLE
- ✓ BENEFITS ELIGIBLE POSITIONS
 - Health (Medical, Dental, Vision)
 - FRS

For More Information Contact Us
386-258-4677
Ext. 50536
vcscareers@volusia.k12.fl.us

APPLY NOW
<https://bit.ly/VCSApplicationLink>

*support provided and paid training available



NEW TEACHER ACADEMY

INDUCTION	MENTORING	PROFESSIONAL LEARNING	WELLNESS
Onboarding/Orientation & PL	Volusia MENTORS!: Campus-based, direct support	Showcase Classrooms- job-embedded, peer- observation and collaboration	Our Best Self: Wellness program, Health, social, etc. support



138 *VolusiaMentors!* supporting 307 new teachers in New Teacher Academy





Job-embedded professional development (JEPD) refers to teacher learning that is grounded in day-to-day teaching practice and is designed to enhance teachers' content-specific instructional practices with the intent of improving student learning

(Darling-Hammond & McLaughlin, 1995; Hirsh, 2009).



Showcase Classroom Professional Learning Opportunities

- Classroom Management
- Curriculum, Standards and Instruction
- Danielson Framework for Teaching
- Digital Tools

New Teacher Academy: Professional Learning



Showcase Classrooms Options

NEW TEACHER ACADEMY SHOWCASE CLASSROOMS

2024.25SY School-led format options

1

Option 1: Learning Lab

6 Inservice Credits

Description: Mentor and small group of mentees visit Showcase Classrooms, debrief, provide professional learning (PL) and action plan.

Time: Full day (AM visits/PM PL)

Facilitator: Mentor

Substitutes needed:

- 1 Full Day for Mentor
- 1 Full Day/each mentee

2

Option 2: Workshop

3 Inservice Credits

Description: Mentor and small group of mentees visit Showcase Classroom(s), debrief and action plan.

Time: 2-hour Sessions (2/day) + Debrief

Facilitator: Mentor

Substitutes needed:

- 1 Full day for Mentor
- 2 Full day for mentees; rotate between classrooms

3

Option 3: Mentee to Mentor

2 Inservice Credits

Description: Mentees visit mentor's classroom to observe best practice(s). Debrief and action plan before or after school.

Time: One Period + Debrief

Facilitator: Mentor and Mentee

Substitutes needed:

- TBD - Based on when visit occurs in the daily schedule.

4

Option 4: Mentor to Mentee

2 Inservice Credits

Description: Mentor visits mentee's classroom to observe and provide feedback. Debrief and action plan before or after school.

Time: One period + Debrief

Facilitator: Mentor and Mentee

Substitutes needed:

- TBD - Based on when visit occurs in the daily schedule.

5

Option 5: Microteaching

3 Inservice Credits

Description: Mentee records a lesson or strategy to review with mentor for feedback during planning time, before or after school.

Time: One period + Debrief

Facilitator: Mentor and Mentee

Substitutes needed:

- TBD - Based on when meeting occurs in the daily schedule.

Showcase Classroom Guidelines

- Establish a purpose and/or goal for the session.
- Reflect on the learning.
- Develop an action plan to implement new learning.
- Set up a time to follow up to discuss

NOTE: To receive both inservice and New Teacher Academy credit, participants will complete a Showcase Classroom Reflection survey.

Schools can choose to lead their own Showcase Classrooms with new teachers using any of the above format options. Sub funds will be provided for new teacher participants and mentors as needed. Contact Meg Roa for more details.



Showcase Classrooms in Action

"Awesome day visiting Showcase Classrooms with our novice math teachers! They learned so much & now have lots of new ideas to try with their own students."

DeLand High School



"Today was a great day for a workshop with my mentees for Showcase Classrooms! We got to see wonderful teaching in intermediate classrooms."

Cypress Creek ES



NTA: Classroom Management Plan

VCS NEW TEACHER ACADEMY CLASSROOM MANAGEMENT SUPPORT PLAN



**CLASSROOM
MANAGEMENT 101**



**CAMPUS DAY
GHOST WALK**



**SHOWCASE
CLASSROOM**



**MINI-LESSON
RESOURCE
LIBRARY**



**CLASSROOM
MANAGEMENT 102**



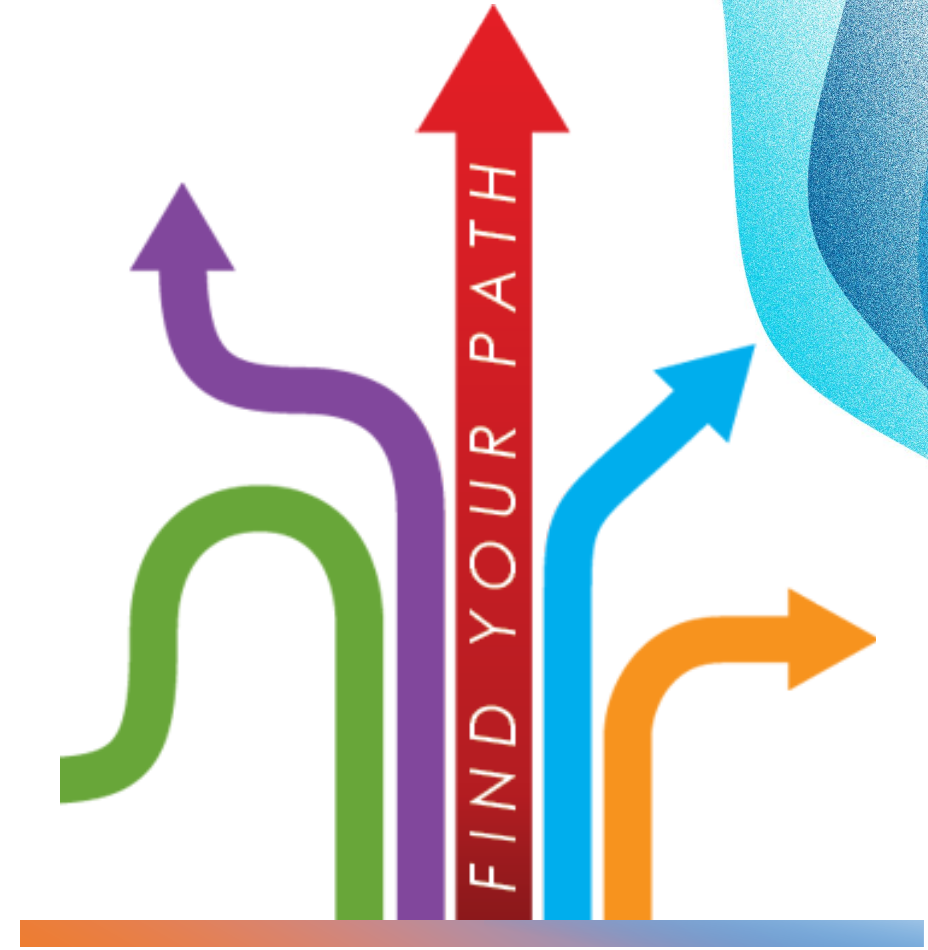
**NTA YEAR 2
LEARNING CYCLE**

Learning Target: To understand how classroom management impacts effective instruction.



Pathways to Teacher Certification

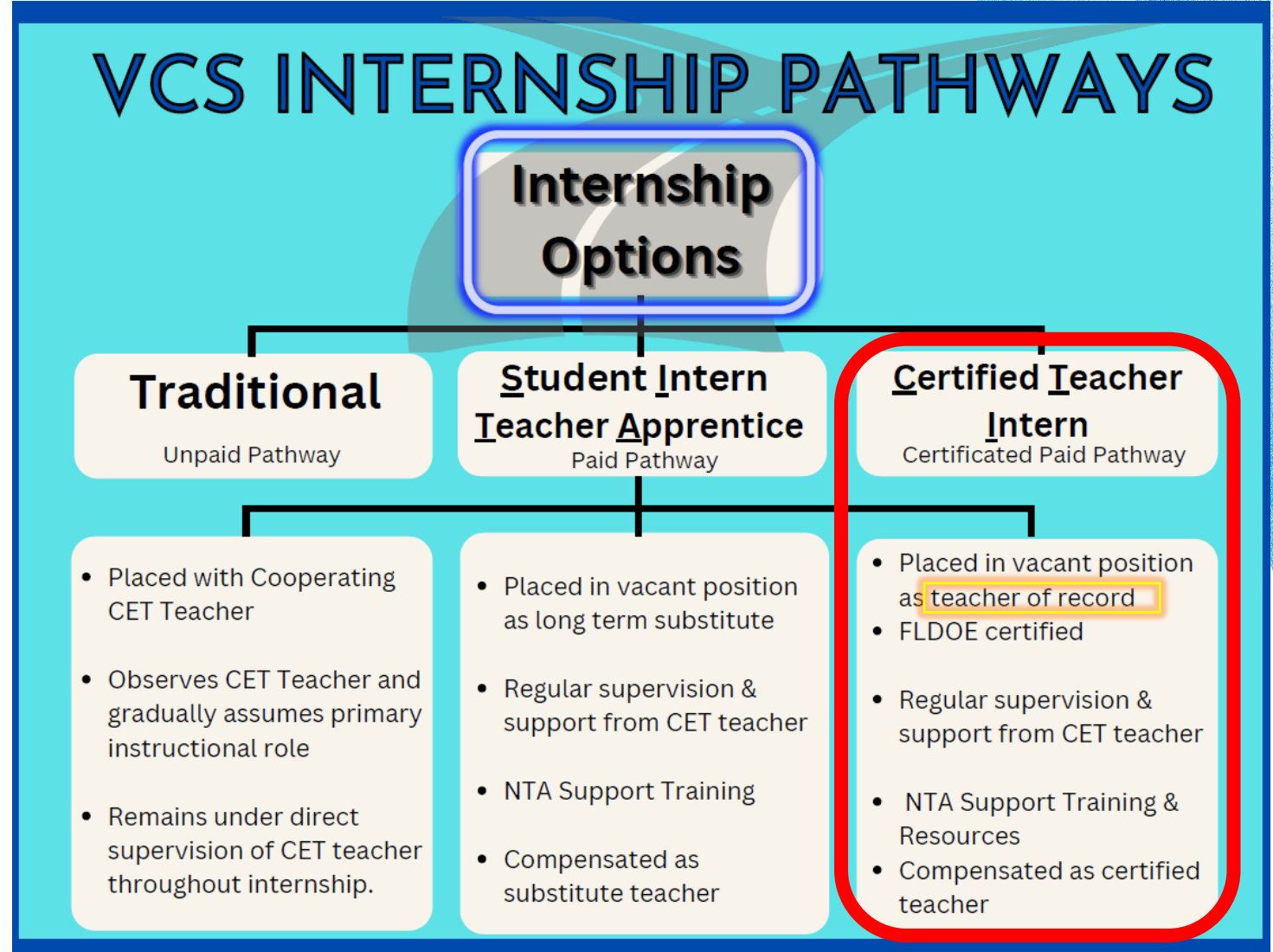
- FLDOE offers several pathways to teacher certification, with **two primary routes**:
 - **Professional Certificate**
 - **Temporary Certificate**
- Recently, there have been **expanded pathways for temporary certificates** *without* Bachelor's degrees
 - Temporary Internship Certificate
 - Teacher Apprentice Certificate
 - Temporary Certificate for Military Veterans





Internship Pathways

- Available to universities willing to partner with MOU
- Placement pending CET teacher options
- University identifies & vets intern readiness and eligibility



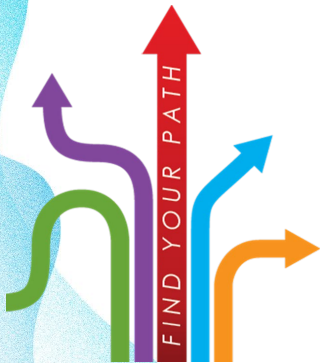


Pathways for Associated Degreed Professionals

Para to Teacher Program

Teacher Apprentice
Program

Volusia Associate Teacher
Subtitute Program





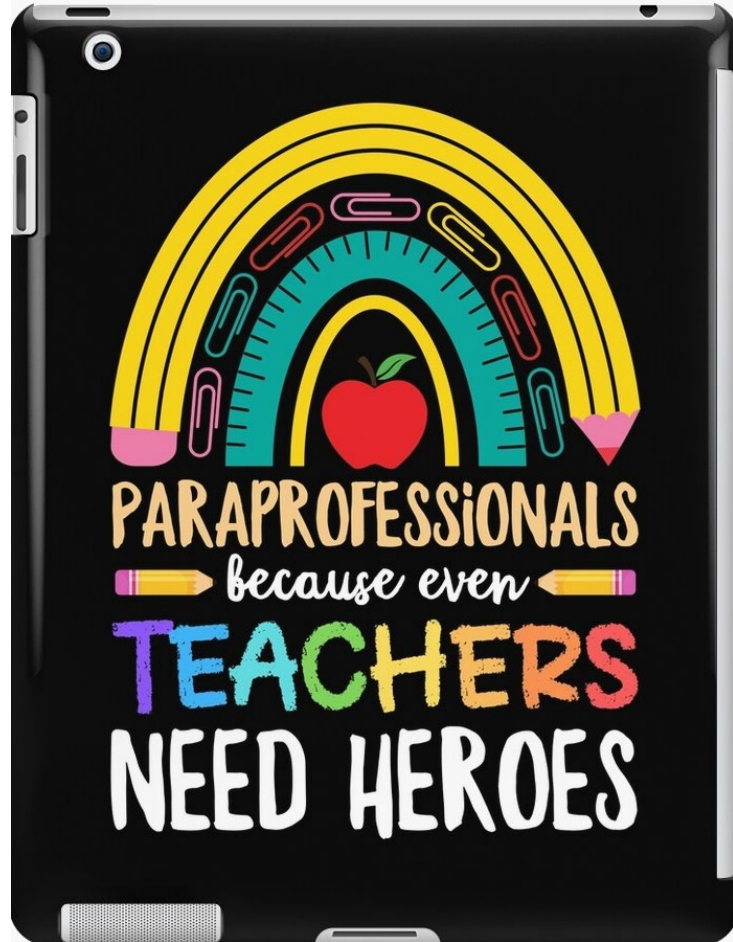
Para to Teacher Pathway

FLDOE “Grow Your Own” (GYO) Initiative

The Para to Teacher Program provides financial assistance for paras working in Florida public schools to **earn a bachelor’s degree in Special Education, Deaf education, or Visual disabilities.**

Preliminary Criteria:

- Associates Degree or Equivalent (2.5 GPA)
- Working as a paraprofessional with students with disabilities
- Admitted to an ESE Teacher prep program at an approved state university
- GK required for admission





TAP Program

TEACHER APPRENTICESHIP PROGRAM NEW *Pathway to Teaching*

WHO'S THIS PROGRAM FOR?

This pathway provides an opportunity for those who are interested in becoming a teacher, but have not yet met the Bachelor's degree requirement. Apprentice Qualification Requirements Include:

- Associates Degree
- 2.5+ cumulative GPA
- Cleared background check
- Temp. Apprenticeship Cert. (via FLDOE Statement of Eligibility)

WHAT SHOULD I KNOW?

The Teacher Apprenticeship Program is a new pathway established in the 2023 Florida Legislature for school employees interested in becoming classroom teachers.

Volusia County Schools is partnering with universities and excited to extend this opportunity to eligible candidates soon.

WHAT SHOULD I DO?

Interested employees should complete this brief survey:

<https://tinyurl.com/VCSTAP>

FOR QUESTIONS,
CONTACT VCS RECRUITMENT :
vcscareers@volusia.k12.fl.us

HOW DOES IT WORK?

- Apprentices begin as paraprofessionals and are paired with an experienced teacher mentor.
- Apprentices receive on-the-job training and related instruction leading toward a baccalaureate degree and a professional educator certificate.
- Apprentices are not assessed tuition and fees, allowing them to earn while they learn without incurring educational debt.

SCAN
ME! >>



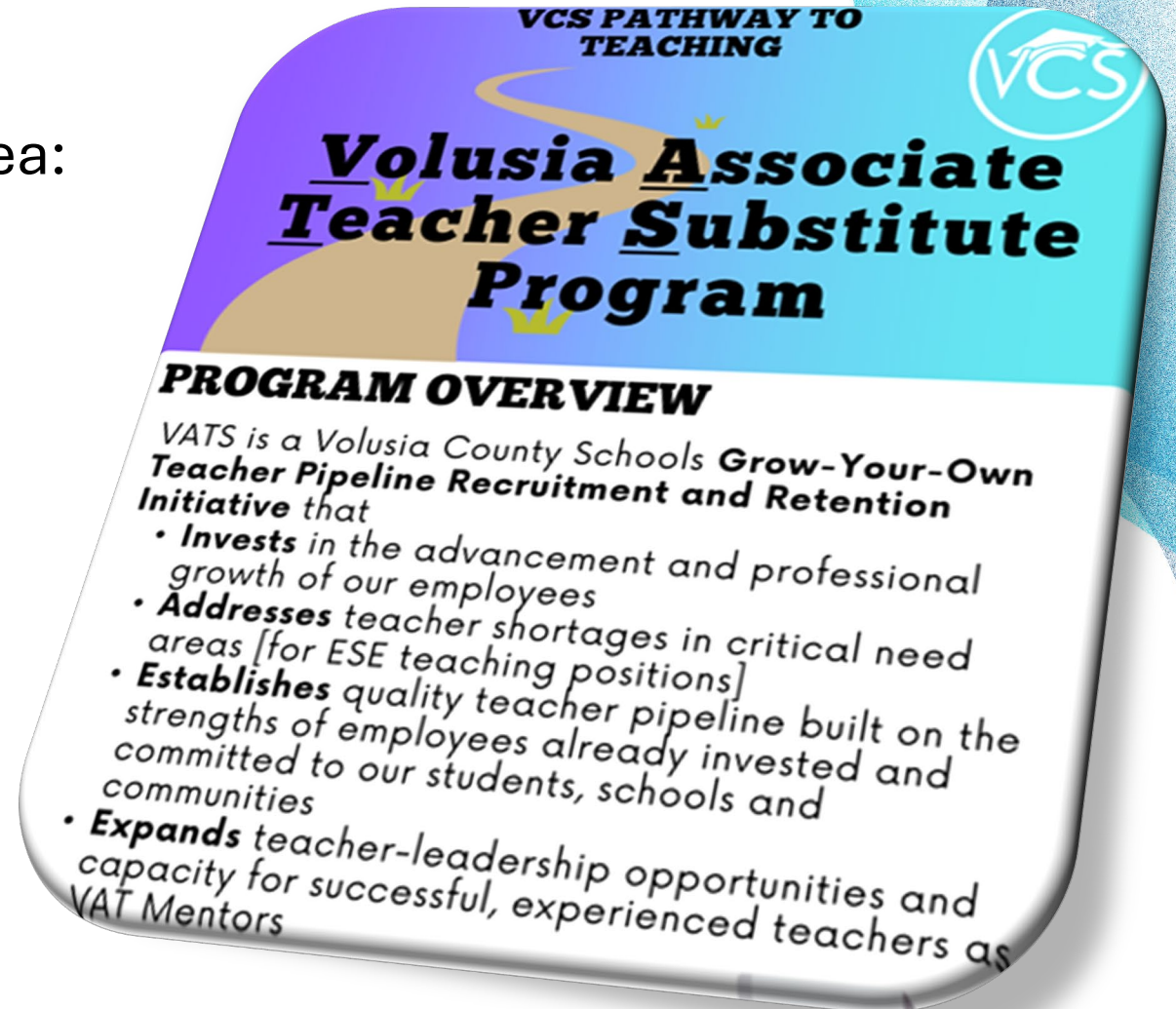


Finding Solutions

➤ Previously Identified Focus/Challenge Area:
ESE Teacher Shortage

➤ Actions Taken:

- Volusia Associate Teacher Substitute Program
 - ✓ Approved Job Description
 - ✓ Information Sessions for employees
 - ✓ Principal Update for recruitment support
- Job Specific Hiring Fairs
- External Recruitment Partner (Insight Global)





Volusia Pathways



VATS is a Volusia County Schools **Grow-Your-Own Teacher Pipeline Recruitment and Retention Initiative** that

- **Invests** in the advancement and professional growth of our employees
- **Addresses** teacher shortages in critical need areas
- **Establishes** quality teacher pipeline built on the strengths of employees already invested and committed to our students, schools and communities
- **Expands** teacher-leadership opportunities and capacity for successful, experienced teachers as VAT Mentors



VCS Teacher Pathway Programs

Para to Teacher Program (PTP)	Teacher Apprentice Program (TAP)	Volusia Associate Teacher Substitute (VATS) Program
State funded Tuition Assistance Program	State (Statutory) Program for Teacher Recruitment	District Program for Teacher Recruitment and Retention
B.S. ESE Program	Current Program Offering: B.S. Elementary Education & ESE	Current Program Focus: B.S. ESE Education
A.A. and 2.5 GPA Required	A.A. and 2.5 GPA Required	Associates Degree and 2.5 GPA Required
Must pass 2 parts of GK	Must pass SAE and/or 2 parts GK	TBA
Continued role as VCS para until senior intern placement; GRR model	Hired as para with 2 year apprentice commitment and GRR teaching model in TAP mentor's classroom	Hired as VAT substitute in vacant classroom
Leave Accruing and Benefits Eligible (Health, FRS, etc.)	Leave Accruing and Benefits Eligible (Health, FRS, etc.)	Leave Accruing and Benefits Eligible (Health, FRS, etc.)
Receives Cooperating Teacher during senior internship	Placed with TAP Mentor (statutory requirements)	Mentor Support
Apx. 2 year program- Commitment to teach in FL	2 year program commitment with 4 year service commitment to VCS	2 year program commitment with 4 year service commitment to VCS



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