

BOARD MEMO

Date: February 3, 2022
For ACTION _____
For INFORMATION x
Board Agenda: Yes x
No _____

FROM: Margaret Browne, Director of Recruitment & Retention

THROUGH: Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools
Melanie Kay-Wyatt, Ed.D., Acting Chief of Human Resources

TO: The Honorable Meagan Alderton, Chair, and
Members of the Alexandria City School Board

TOPIC: ACPS Recruitment Plan Update

ACPS 2025 STRATEGIC PLAN GOAL:

- Goal 1: Systemic Alignment
- Goal 2: Instructional Excellence
- Goal 3: Student Accessibility and Support
- Goal 4: Strategic Resource Allocation
- Goal 5: Family and Community Engagement

SY 2021-2022 FOCUS AREA:

Strategic Plan Implementation

FY 2021-2022 BUDGET PRIORITY:

Allocation of funding for recruitment events

SUMMARY:

In a challenging recruitment year, ACPS will continue to commit to creative, dynamic, and diversity-focused recruitment strategies and events to bring in top talent to our schools. To do so, the Human Resources division is committed to strengthening existing university and professional organization partnerships and to greatly increase the number of partners to create direct pipelines to our applicant pool. We are actively seeking partnerships with HBCUs and LatinX organizations.

ACPS is currently scheduled to attend 18 career fairs between February 2022 and April 2022. This reflects a 40% increase in events from the prior year, demonstrating our commitment to establishing connections with potential applicants across Virginia and around the world.

To commit applicants to ACPS early in the hiring season, HR will provide early offers to particularly strong candidates. We will maintain engagement with the full applicant pool

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through ongoing communications, including newsletters, email announcements, and the offering of informational sessions with key ACPS staff.

The usage of general applicant pools, in contrast to the prior practice of implementing position-specific postings, will greatly increase the number and quality of applicants that are committed to every and all ACPS schools and district vision. This will provide a larger number of applicants for school leaders to interview and consider for hire.

Lastly, the Recruitment team will be participating in ongoing training on recruitment best practices, including job fair preparation, norming on ACPS pitch language, and establishing candidate connections.

BACKGROUND:

Given the global narrative around education and declining education program enrollment, the ACPS Recruitment Team is finalizing a recruitment plan that increases connections with partners and universities, commits applicants to ACPS earlier, and collaborates more strategically with school leaders as thought partners to dramatically reduce vacancy rates at the start and during school year 2022-2023.

RECOMMENDATION:

The Superintendent recommends that the School Board review the updates to ACPS Recruitment Plan.

IMPACT:

These focus areas will result in an increased number and quality of applicants, despite the current challenges posed within the education recruitment sector, as well as establish ACPS as a superior partner to universities, programs, and organizations to offer employment opportunities to their members.

ATTACHMENTS:

N/A

CONTACT:

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