



Human Resources Recruitment Update

ACPS School Board Meeting
October 20, 2022





Essential Questions

- What were some challenges faced in the 2022-2023 recruitment season?
- What was successful in the 2022-2023 recruitment season we can replicate?
- How do we prepare for the 2023-2024 recruitment season?
- What are our areas of focus and strategic plan for the 2023-2024 recruitment season?



Key Recruitment “Wins”

- 65% more hires by July 1, 2022 compared to the same date in 2021
- More hire actions completed by the start of SY 22-23 than were processed in the entirety of SY 21-22
- Principal buy-in to pool methodology
- 40% more fairs attended in Spring 2022 than in Spring 2021
- Implementation of Transportation recruitment incentive



Current Vacancies

- Instructional Vacancies (Teachers, Instructional Coaches, Academic Interventionists): **48**
- Teacher Vacancies: **43** (38 Full-Time, 5 Part-Time)
- Instructional Assistants: **34**
- Bus Drivers: **13**



Recruitment Challenges

- Fewer applicants, particularly in hard-to-fill content areas
- Low attendance at recruitment fairs
- Increase in SY 22-23 vacancies
- Negative global narrative on the teaching profession
- Decreased undergraduate and graduate education program enrollment
- Remaining COVID concerns, particularly in Substitute candidate population



Recruitment Successes

- Establishing applicant pools
- Hosting specialized recruitment events (e.g. “Special Education Interview Days”)
- Growing strong partnerships
- Reinforcing collaborative recruitment and staffing strategy with school leaders and hiring managers
- Revamped Substitute Teacher interview and onboarding processes



Preparing for SY 23-24 Recruitment

- Establish additional partnerships by end of calendar year
- Outline projected fair schedule by December 1st
- Schedule ACPS hiring events earlier than ever, including multiple dates
- Plan frequent strategy meetings with school leaders beginning November 1st
- Implement regular communications with Student Teachers and Interns
- Post applicant pools by January 15th



Recruitment Areas of Focus

- Applicant and candidate diversity
- LatinX organizations
- HBCUs
- University pipelines and partnerships
- Career Switcher programs
- Professional organizations (e.g. Teach for America)
- Specialized hiring events
- Candidate-school relationship development



SY 23-24 Recruitment Plan

- Targeted, strategic employment fair planning
- Increased specialized recruitment events
- Student Teacher and Intern conversions
- Increased and creative engagement with applicants
- Early offers for exceptional candidates
- Continue general candidate pools to increase applicant #s
- Support principals with hiring benchmarks
- Significant advertising through online media, newsletters, job boards



Questions?

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Interim Superintendent
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