



Human Resources Recruitment and Hiring Report 2019

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Each year, Seattle Public Schools Human Resources department provides an overview of recruitment and hiring activities for the year. This document includes information about recruitment efforts (various fairs and hiring events attended, where positions were advertised, etc.) as well as information on the demographic makeup of hires by race and ethnicity. Additionally, the report provides fill rate information for teaching positions to track progress toward HR's goal of having a teacher in every classroom by the first day of school. Finally, the report also provides updates on operational improvements in HR in the areas of recruitment and hiring.

Recruitment & Hiring Report

SPS Human Resources Dept.



SEATTLE PUBLIC SCHOOLS

Agenda



- **HR Vision**
- **Recruitment and Staffing KPIs and Results**
- **HR Recruitment Strategies**
- **Recruitment by the Numbers**

Human Resources Vision



The Human Resources Department will ensure students are provided high-quality, culturally responsive learning experiences delivered by educators who set high expectations, so students are ready for college, career and community.



The Human Resources operational functions will provide a predictable and consistent experience that is service-oriented, culturally responsive and consistently meets high service levels so that staff, students and families are able to focus on learning.



The Human Resources Department will recruit a diverse workforce and focus on the retention of educators and staff of color in order for SPS to be more representative of the broader community. We will develop and hold staff accountable to culturally responsive mindsets and capabilities in order to create a warm, welcoming environment.



The Human Resources Department will partner with students, families and communities by conducting inclusive and authentic engagement. We will use culturally responsive ways to build trusting relationships with our students and families furthest from educational justice. Our goal is to ensure they – or those empowered to speak on their behalf – have a meaningful voice in HR initiatives.

Recruitment and Staffing KPIs

Goal	Metric(s)	Outcome
Build a robust, diverse pool of applicants so that principals have choice of multiple high-quality applicants.	<ul style="list-style-type: none"> • SPED - 150 • Dual Languages – 50 • World Language - 50 • Math/Science - 100 • ELL – 125 • PE – 50 	All pool targets met/exceeded.
Increase the number and percentage of teachers and leaders of color recruited and hired to better reflect the students SPS serves.	<p>26% of teacher hires will be teachers of color.</p> <p>39% of school leaders hired identify as people of color.</p>	<p>27.1% of teachers hired identify as people of color.</p> <p>57% of school leader hires identify as people of color.</p>
Implement integrations between NeoGov and SAP to automate the hiring process.	Project complete and delivered on time.	All new hire, rehire and transfer staffing done via automation in NeoGov/SAP.
Students will have access to a high-quality teacher on the first day of school and every day.	<ul style="list-style-type: none"> • 100% of teacher vacancies identified by mid-August will have a teacher selected, staffed and onboarded (with access to systems) by the first day of school for students. • Increase the fill rate of certificated subs to 90% 	<p>8 open positions on the first day of school, down from 20 in 2018-19.</p> <p>89% fill rate for certificated subs.</p>

Recruitment and Staffing Strategies

- **#TEACHSEATTLE** Recruitment Branding Campaign
- Recruitment Fellow Program Launched
- Diversity in Education posting package purchased
- Increased Social Media Recruitment Strategies
- Expanded recruitment trips to southwest (Arizona, Texas, California)

DO YOU TEACH SPECIAL EDUCATION?

#TEACHSEATTLE AND ENRICH THE LIVES OF OUR STUDENTS!



 <p>SALARIES START AT \$56,000+</p>	 <p>RECEIVE A \$500 SIGNING BONUS AND AN ANNUAL \$2,500 IEP STIPEND</p>
 <p>GENEROUS HEALTH BENEFITS, LIFE INSURANCE, & PAID LEAVE BEGINNING IN 2020</p>	 <p>MENTORSHIP AND TEACHER SUPPORT FROM CURRENT TEACHERS</p>

 APPLY NOW AT <https://www.governmentjobs.com/careers/seattleschools>



**I'M PROUD TO
#TEACHSEATTLE**

"I teach because I grew up here, and I want students to know that no matter where they're from, the future is up to them."

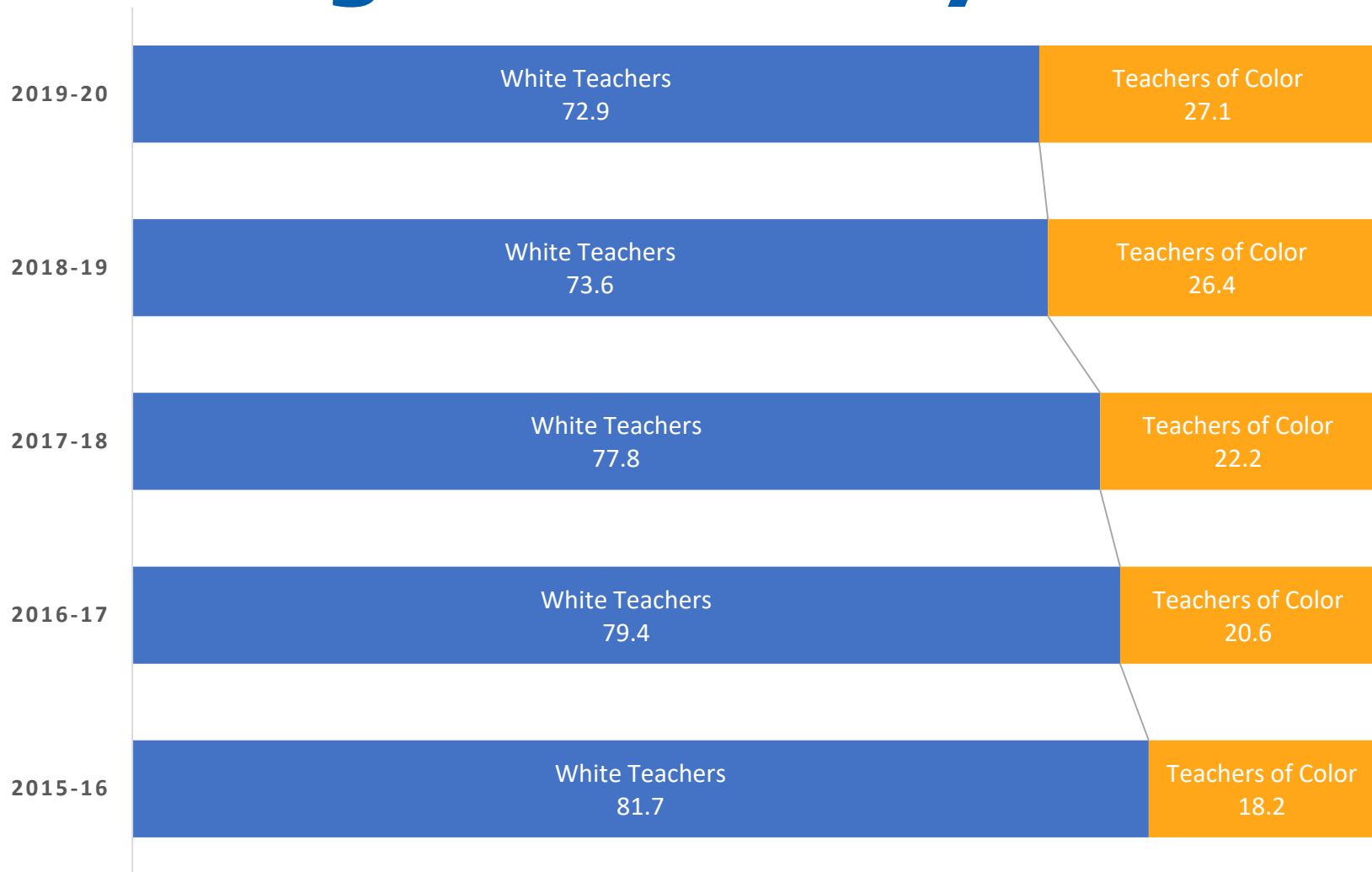
- Phuon Tran
Counselor
Rainier Beach High



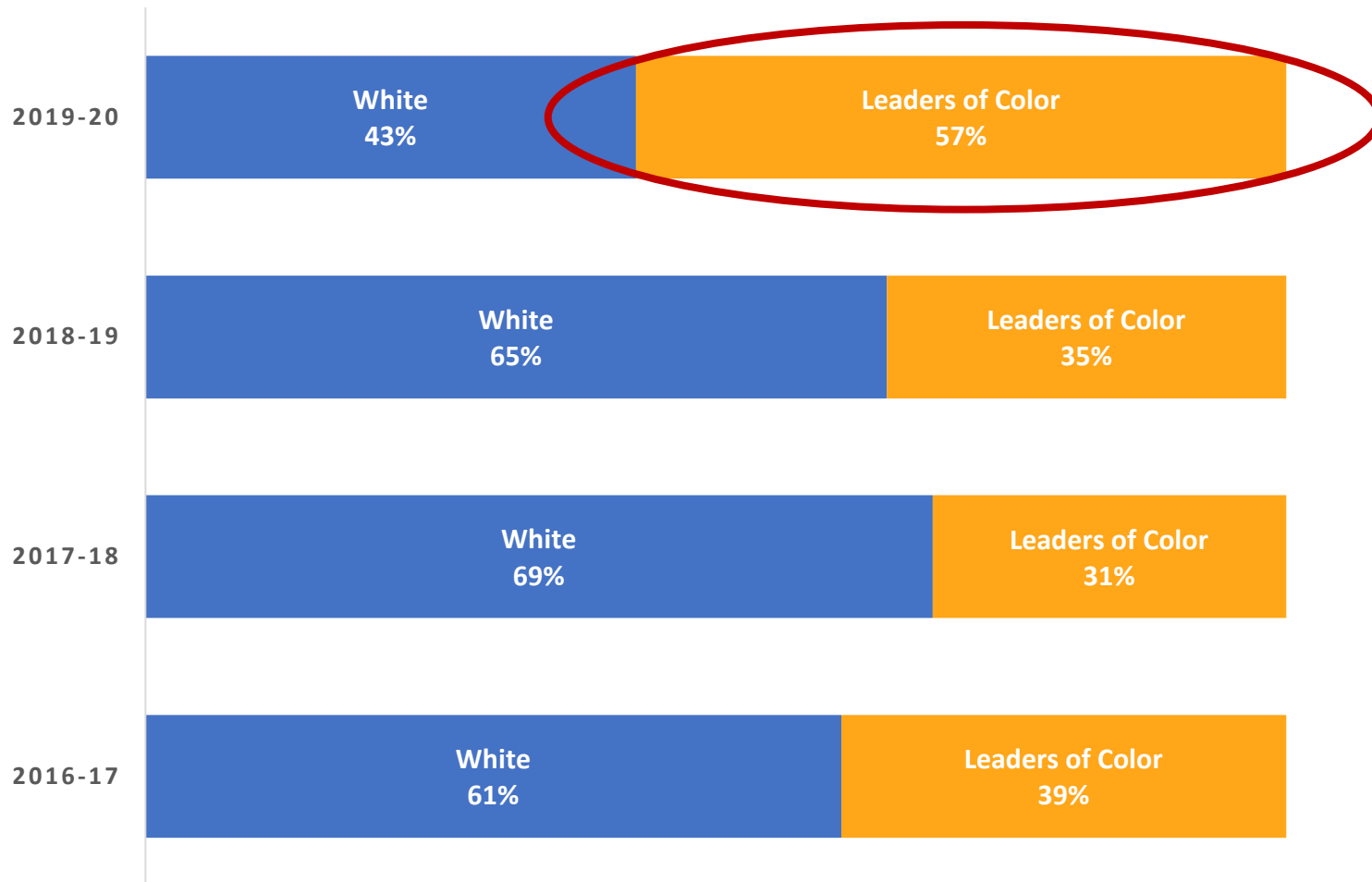
Recruitment and Staffing by the Numbers

Total Applicants for All Jobs (external)*	5,677
Total Unique Applicants for Teaching Positions (external)*	2,538
Total New to District Teachers Hired for 2018-19/2019-20	197
Total Teaching Positions Posted for 2019-20 SY	430
School Leader Positions Posted for 2018-19 (AP and Principals)	40
Total Unique Applicants for School Leader Positions 2018-19	233

New Teacher Recruits Growing in Diversity

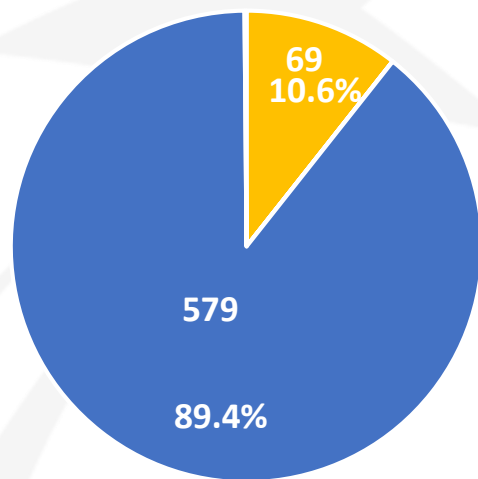


School Leader Hiring More Closely Reflects Student Populations

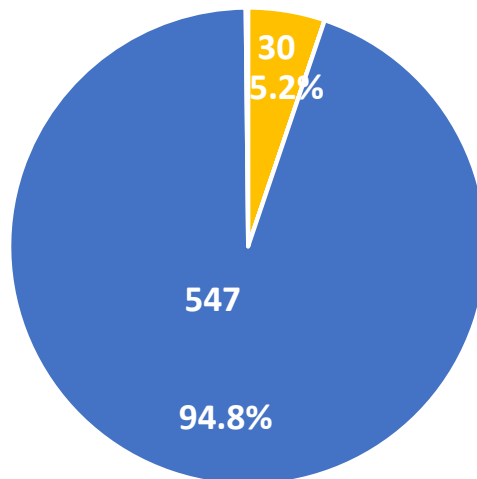


First Day Vacancies Continue to Decline

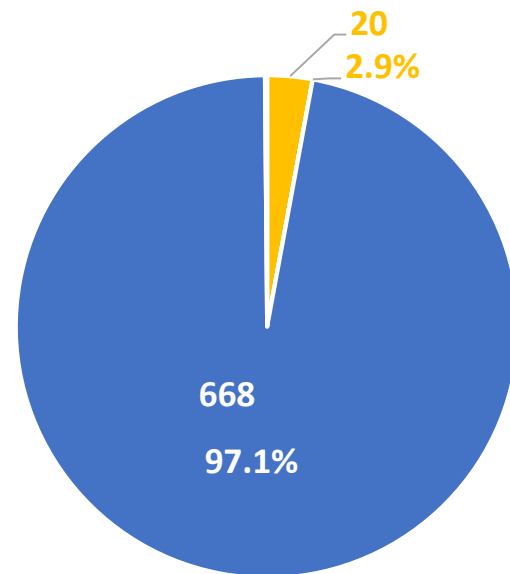
**100% OF VACANCIES POSTED BY AUG 15
FILLED BY THE FIRST DAY OF SCHOOL**



2016

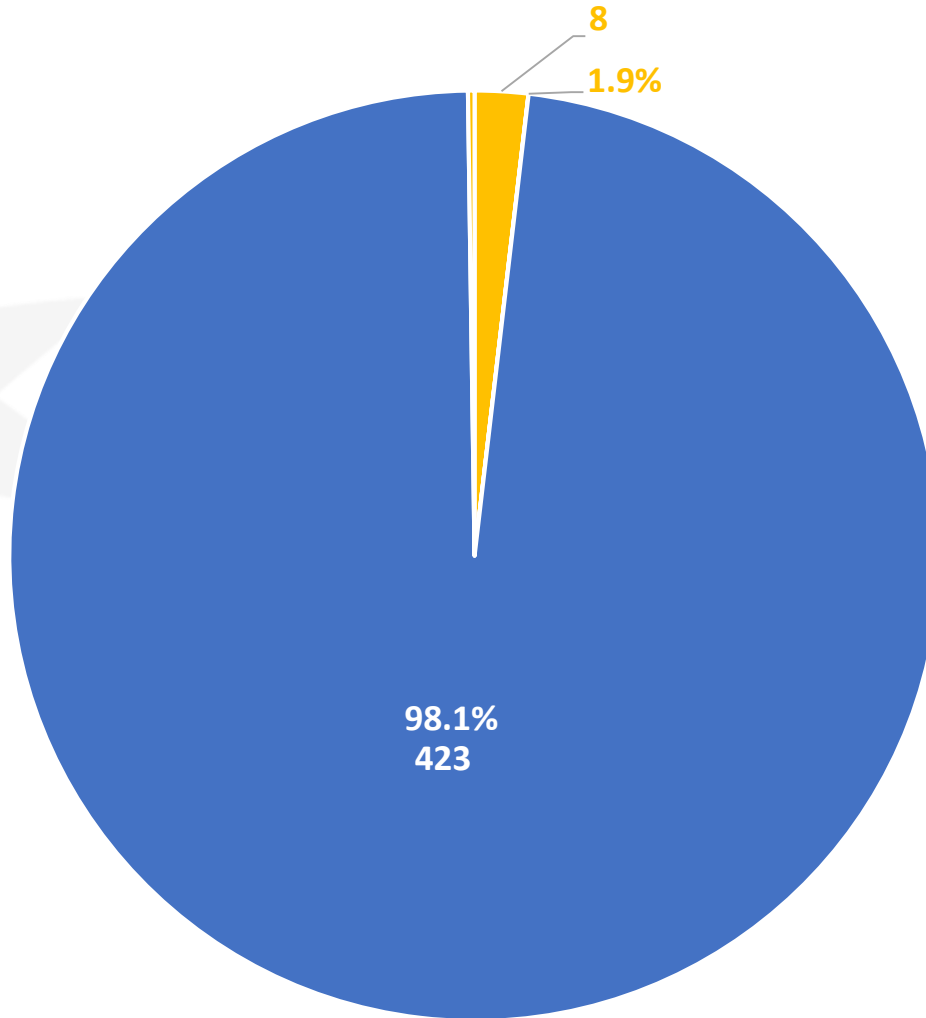


2017



2018

First Day Vacancy Goal 2019



Thank you!

