Educator Recruitment and Retention Plan
Strategy Overview

1. Improve the hiring process to make it more timely, accessible and transparent

2. Strengthen relationships with local higher education institutions to solidify a pathway to becoming a licensed educator in SPPS

3. Develop new and expand existing supports for new SPPS educators that help them navigate their careers in SPPS

4. Offer districtwide supports aimed at improving working conditions for educators of color that create a sense of belonging and aim to reduce isolation

5. Utilize data to refine educator recruiting and hiring practices
Strategy 1: Improve the hiring process to make it more timely, accessible and transparent for educator candidates

Priority 1
Host recruiting events within communities that are reflective of the SPPS student body throughout the school year with opportunities for candidates to connect with current SPPS educators

Priority 2
Increase social media presence and activities to support educator recruitment

Priority 3
Refine an early offer program for educators in high-need areas, guaranteeing a position in the district (with school placement determined later in the hiring cycle)

Priority 4
Review the hiring process and document the process clearly to outline each step for candidates and hiring managers
Strategy 2 - Strengthen relationships with local higher education institutions to solidify a pathway to becoming a licensed educator in SPPS

Priority 1
Host convenings with local educator preparation programs to discuss emerging trends and needs regarding educator preparation, newly hired educators and a diverse educator track to licensure

Priority 2
Define and expand new educator tracks, given the impact of teacher shortages, that give SPPS students and staff opportunities to become future SPPS educators and diversify the educator workforce
Strategy 3 - Develop new and expand existing supports for new SPPS educators that help them navigate their careers in SPPS

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<th>Priority 1</th>
<th>Priority 2</th>
<th>Priority 3</th>
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<td>Create an orientation guide for new educators that they can use to help navigate the district</td>
<td>Implement an ongoing new educator orientation program to ensure SPPS educators are prepared to enter into their first year in the district</td>
<td>Strengthen mentoring experiences through enhanced professional development offerings for mentors</td>
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Priority 4

Create and provide a plan and resources for school-level induction support for educators in their first three years
**Strategy 4** - Offer districtwide supports aimed at improving working conditions for educators of color that create a sense of belonging and aim to reduce isolation

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<td>Expand affinity groups based on race, ethnicity, and/or gender so that educators have spaces to discuss shared experiences</td>
<td>Create formal program connecting 3rd-year BIPOC educators with experienced BIPOC educators</td>
<td>Offer racial affinity-based mentoring partnerships for 1st-year educators</td>
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Strategy 5 - Utilize data to refine educator recruiting and hiring practices

Priority 1
Produce data reports and dashboards that disaggregate applicant and hiring data by race/ethnicity

Priority 2
Establish educator recruiting, hiring and retention targets and regularly monitor progress toward targets

Priority 3
Conduct stay and exit interviews to collect data that will inform the educator recruitment and retention strategy

Priority 4
Identify and measure progress on recruitment and retention targets and revise district hiring processes to reflect the district needs