



HUMAN RESOURCES

December 2021 Update

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SESSION OBJECTIVES AND AGENDA

- ❑ Provide a status update on the Council of Great City Schools review of SLPS recruitment and retention efforts
- ❑ Provide update on current staffing levels and staffing challenges
- ❑ Provide a high level overview of current efforts to address staffing challenges



COUNCIL OF GREAT CITY SCHOOLS REVIEW

- ❑ CGCS is currently reviewing SLPS HR systems with an emphasis on recruitment and retention
- ❑ Pre-work
 - ❑ Assemble team of 4 to 5 C Level Executives from urban school districts. Team will review HR documents including but not limited to:
 - ❑ Recruitment and retention policies and procedures
 - ❑ Organizational chart, Budget and staffing information, Board policies, Administrative procedures, Process documentation, Departmental goals, etc.
- ❑ On-Site (Tentatively January 11, 2022)
 - ❑ Tuesday – Introduction and process overview
 - ❑ Wednesday and Thursday
 - ❑ On site interviews, process and document reviews
 - ❑ Friday
 - ❑ Overview presentation of findings to Superintendent and CHRO and recommendations on best practices with an emphasis on recruitment and retention



STAFFING UPDATE

HIRES (Total Year)	2018-2019	2019-2020	2020-2021	July 1, 2021 - Present
Number of Teachers Hired	265	230	188	187*
Number of TFA Teachers Hired	14	22	11	0
Total Hires	279	252	199	187*

SEPARATIONS	2018-2019	2019-2020	2020-2021	July 1, 2021 - Present
Number of Teachers Resigned	228	252	163	120
Number of Teachers Retired	47	37	64	24
Number of Teachers Terminated	18	14	14	0
Number of Other Teacher Separations (Death of Employee, Reduction in Force, etc.)	1	2	4	3
Total Separations	294	305	245	147



SCHOOL - BASED VACANCIES

VACANCIES	December 2019	December 2020	December 2021
Teaching Staff	98	104	117
Non-Teaching Staff	77	138	188
Principal/Assistant Principal	1	0	1
Total Vacancies	176	242	306

Vacancies due to COVID mandate	Teachers	Substitute Teachers	Non-certs	Admin	Total
Terminated	0	12	42	0	54
Resigned	11	5	10	1	27
Retired	2	0	2	0	4
Pending Separation	36	0	0	0	36
Total	49	17	54	1	121



NEW TEACHER RETENTION RATES

School Year	# Teachers Hired	#Reporting on 8/14/2018	# Reporting on 8/13/2019	# Reporting on 8/31/2020	# Reporting on 8/23/2021
2018-2019	311	308 (99.0%)	216 (69.4%)	158 (50.8%)	132 (42.4%)
2019-2020	301	N/A	299 (99.3%)	203 (67.4%)	153 (50.8%)
2020-2021	239	N/A	N/A	238 (99.5%)	188 (78.6%)
2021-YTD	187	N/A	N/A	N/A	186 (99.4%)

TEACHER RETENTION RATES (ALL TEACHERS)

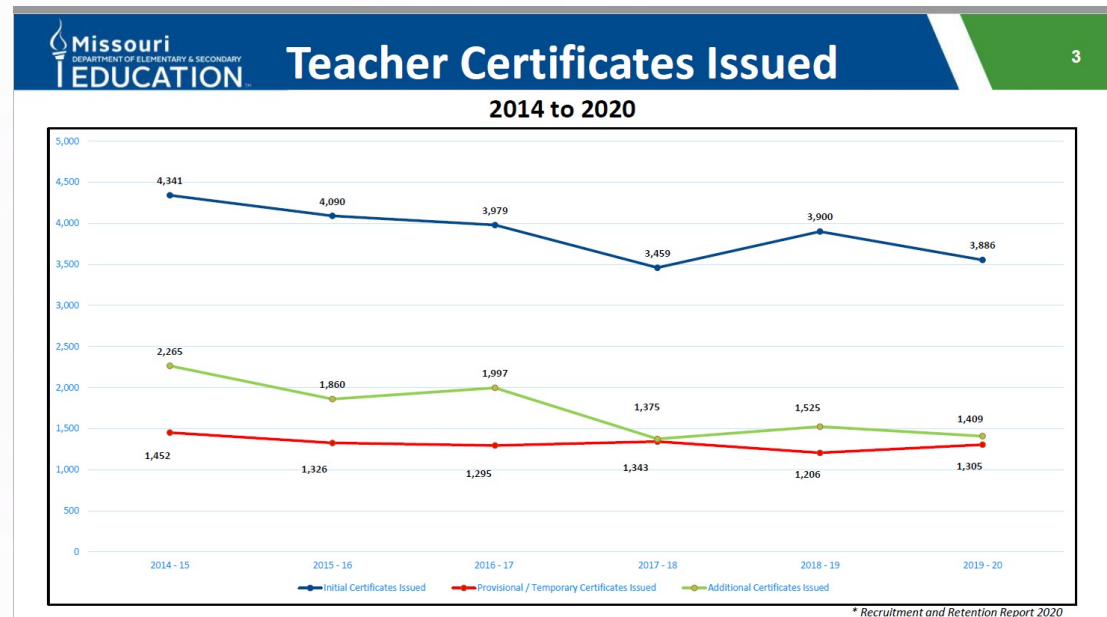


	#Reporting	Returning Teachers
2018-2019	1,642 ACTIVE	1,366 (83.2%)
2019-2020	1,637 ACTIVE	1,370 (83.6%)
2020-2021	1,596 ACTIVE	1,325 (83.0%)

CHALLENGES: NATIONAL AND LOCAL

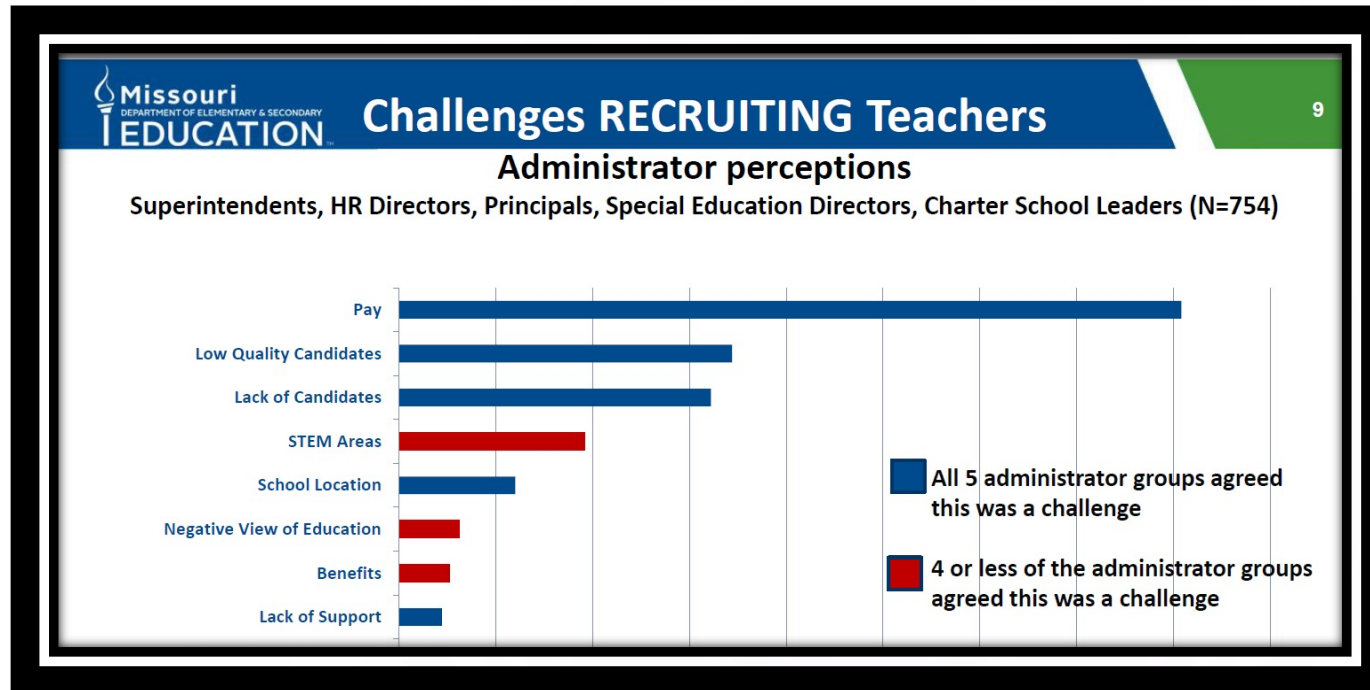


- ❑ Enrollment in colleges of education decreasing
- ❑ 17% decline in certifications issued in Missouri between 2019 and 2020 certification seasons
- ❑ Statewide teacher retention 64.1% (3 years) and 48.0% (5 years)





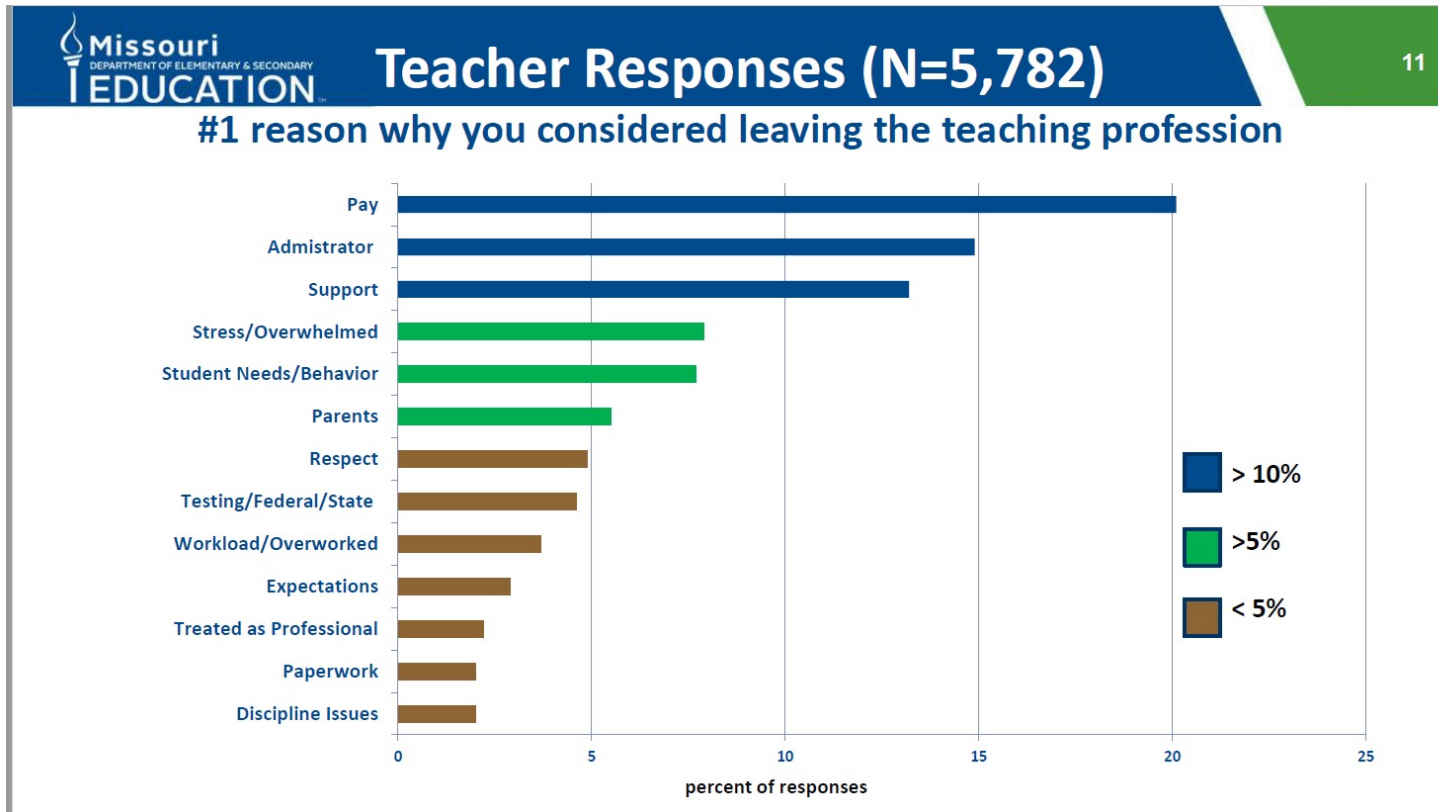
CHALLENGES RECRUITING TEACHERS



- Pay
- Quality of Candidates
- Lack of Candidates



TOP 3 REASONS TEACHERS LEAVING





RACIAL DEMOGRAPHICS OF TEACHER WORKFORCE

School Year	2017-2018	2018-2019	2019-2020	2021-2022 (SLPS)
Total Teachers	70,575	70,233	70,783	1,467
Gender				
Female	78.5%	78.4%	78.6%	74.7%
Male	21.5%	21.6%	21.4%	25.3%
Race/Ethnicity				
White	93.2%	93.1%	93.2%	61.8%
Black	5.0%	5.2%	5.0%	35.0%
Other	1.8%	1.7%	1.8%	3.2%



CURRENT PIPELINES

Pipeline	School Year	POC (48%)	Male (21%)	Female (71%)	Equity Placement	Retention 111 Residents (86%)
St. Louis Teacher Residency (STLTR)	18/19	60%	10%	90%	100%	9/10 90%
	19/20	54%	33%	62%		9/15 60%
	20/21	37%	21%	79%		17/19 89%
	21/22	42%	30%	67%		24/24 Residents
	Overall	46%	25%	75%		80%
University of Missouri St. Louis Residency (UMSL)	20/21	85%	29%	71%	100%	14/14 100%
	21/22	71%	7%	93%		13 Residents 13/14
	Overall	79%	18%	82%		
St. Louis University Residency (SLU)	20/21	80%	20%	80%	100%	4/5 80%
	21/22	70%	33%	67%		
	Overall	73%	22.5%	77.5%		8 Residents 8/10

HARRIS-STOWE UNIVERSITY

PIPELINE PROPOSAL



Design and build a grow your own pipeline to attract, recruit, develop and maintain highly skilled and committed urban educators steeped in cultural competencies (with an emphasis on black males)

Build tomorrow's educator workforce through a pipeline specifically aligned to the needs and mission of St. Louis Public Schools

- ❑ Design a program that is unique to SLPS
- ❑ Co-develop + structure 2-year Alternative Teacher Certification program (aligned w/DESE)
- ❑ SLPS provides mentor/coach
- ❑ Training by SLPS & St. Louis Plan in regular intervals
- ❑ Co-recruit adjunct professors(s)
- ❑ Evaluate program with assistance from HR team
- ❑ Screen and select lead teacher
- ❑ Co-develop an embedded cultural competency curriculum

ADDITIONAL CURRENT INITIATIVES



- ❑ Partnerships with Indeed, Zip Recruiter, LinkedIn, Glassdoor, Handshake, MoReap and Mojobs (226 applicants)
- ❑ Refer a Teacher/Staff Member
 - ❑ 22 total (11 teachers)
 - ❑ \$100-\$250
- ❑ Job Fairs/Recruitment Events
 - ❑ 16 events since July of 2021
 - ❑ 6 applicants
- ❑ Paid Student Teaching (14 interns)
- ❑ Interim Learning Associates (9 lead teachers)
- ❑ Pipelines (STLTR, UMSL, SLU) (111 participants)
- ❑ EdForce- Assisting with passing the Missouri Content Assessment (in progress)
- ❑ Partnerships with Temp Agencies (AOS, Tryfacta, Abacus, ESS) (49 temps placed)
- ❑ Partnership with First Student (to hire 13 temporary custodians)
- ❑ Multi-tiered advertising campaign including billboards and radio advertising (in progress)





QUESTIONS