

# Recruiting and Retaining Teachers

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# Recruiting and Retaining Teachers

- Recruiting Certified Teachers
- Recruiting Future Teachers—Non Traditional Recruiting
- Retaining Those Recruited

# **RECRUITING CERTIFIED TEACHERS**

# RECRUITING CERTIFIED TEACHERS

## Locally Prepared

- 600 available from
  - UNLV
  - Private Universities
- 2000-2500 needed

# RECRUITING CERTIFIED TEACHERS

## Strategies for Recruiting Teachers Outside The State

- Begin Early in the Recruiting Year
- Develop Marketing Plan—Create Brand
- Use Local Resources
- Contract As Soon As Possible
- Communicate Throughout the Process
- Involve As Partners the Stakeholders

**RECRUITING FUTURE  
TEACHERS –  
NON TRADITIONAL  
RECRUITING**

# RECRUITING FUTURE TEACHERS – NON TRADITIONAL RECRUITING

## Strategies for Recruiting Future Teachers

- Partnerships for Student Teacher Placement
- STEP-UP (Current High School Students)
- COHORT (Current Support Staff Employees)
- Project GROW (Current Stay At Home Parents)

# RECRUITING FUTURE TEACHERS – NON TRADITIONAL RECRUITING

## More Strategies for Recruiting Future Teachers

- MITT (Current Professionals With Limited English)
- Troops to Teachers (Retiring Military With Degrees)
- Teach for America



# RECRUITING FUTURE TEACHERS – NON TRADITIONAL RECRUITING

## Even More Strategies for Recruiting Future Teachers

- Alternative Routes to Licensure—Critical Shortage Areas
- STEP (Adding Endorsements—Special Education)
- Incentives for Teachers To Return to Critical Shortage Areas
- Retool Teachers in Surplus Fields
- Recycle Retirees
- Involve As Partners the Stakeholders

# **RETAINING THOSE RECRUITED**

# RETAINING THOSE RECRUITED

## Strategies for Retention

- Keep Statistics
- Measure Current Satisfaction
  - Teaching and Learning Condition Survey
  - Focus Groups
  - Use Information Gathered
- Focused Professional Development
- Focused Leadership Development
- Involve As Partners the Stakeholders

# **ASSESS OUTCOMES**

# **MAKE RECRUITMENT PLAN A LIVING DOCUMENT**

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**Involve the Stakeholders as  
Partners**

# MAKE RECRUITMENT PLAN A LIVING DOCUMENT

**Begin Again**