

# PERSONNEL, LABOR & AFFORDABILITY COMMITTEE CERTIFICATED RECRUITMENT UPDATE

Human Resources

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March 23, 2017



**SFUSD** SAN FRANCISCO  
PUBLIC SCHOOLS

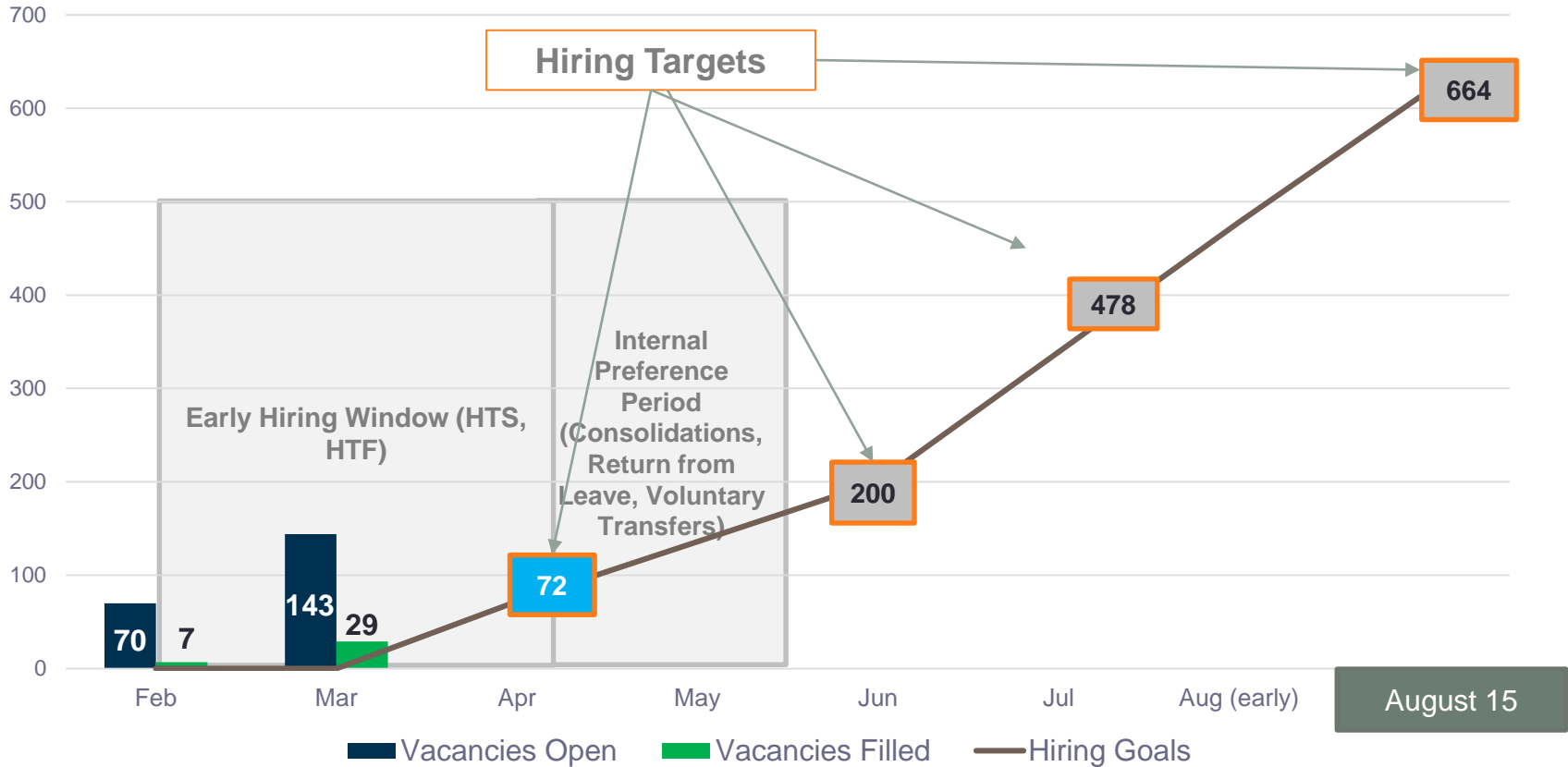
# Focus Areas for 2017 Staffing Season

1. Filling **100% of vacancies** before the first day of school despite affordability and teacher shortage challenges
2. Creating a **diverse, high-quality candidate pool** committed to SFUSD's students and communities
3. Invest resources and targeted support to schools that have **historically struggled to fill vacancies**

This presentation will provide an update on recruitment and staffing toward these focus areas for the 2017-18SY.

# Current Hiring Snapshot – 17-18SY

2017-18SY certificated hiring began 2/14/17 for hard-to-staff (HTS) schools and hard-to-fill (HTF) subject areas. Focus for hiring right now is HTS/HTF vacancies.



\*Data as of 3/22/17

# Pipelines – Current Picture

| Pipeline                                 | Current Activities  | Projected Hires                      | Current status                           |   |
|--|---|--------------------------------------|--|---|
| SFUSD Pathway to Teaching***             | On-Track to meet projected hires. Exceeding recruitment and enrollment targets. 2 Rounds of offers: 33 enrolled from 1 <sup>st</sup> rd (5 current employees); 63 offers going out from 2 <sup>nd</sup> rd (12 current employees) | 75                                   | 33 enrolled; 63 offers out               |   |
| SFUSD Paraprofessional Pipeline          | 5 paraprofessionals enrolled and 4 with offers for Pathway to Teaching from first 2 rounds.   | 35                                   | 5 enrolled in Pathway; 4 add'l offers    |   |
| SFUSD Substitute Pipeline                | 6 substitutes have received offers for Pathway.   | 60                                   | 6 offers for Pathway                     |   |
| San Francisco Teacher Residency          | All SFTR residents have been offered early contracts.   | 43                                   | 43                                       |   |
| Spain & Mexico Visiting Teacher Programs | Submitted application for both programs for 17-18SY – starting interviews.  | 12                                   | 1 hire; interviews in next 2 weeks       |   |
| San Francisco State University           | 3 classroom presentations & table at 3/11 recruitment event. Met 75 strong candidates – many will receive early contracts.  | 85                                   | 75+ candidates actively being cultivated |   |
| University of San Francisco              | 1 classroom presentation; 3/21 education hiring fair; 5/15 USF/SFUSD exclusive hiring event.  | 45                                   | Hires projected in May                   |   |
| Other Credential Programs*               | 16 recruitment events attended at Bay Area and broader CA universities  | 145                                  | 12 early contracts                       |   |
|  |   | <b>Total Pipeline Projection</b>     | <b>500</b>                               | - |
|  |   | <b>Projected Vacancies</b>           | <b>664**</b>                             | - |
|  |   | <b>Projected Classroom Vacancies</b> | <b>465</b>                               | - |
|  |   | <b>Gap</b>                           | <b>164</b>                               | - |

\*Includes hires from more than 80 other programs

\*\*Does not include internal/voluntary transfers

\*\*\*SFUSD Pathway to Teaching update on slides 5-6

# SFUSD Pathway to Teaching Recruitment Update

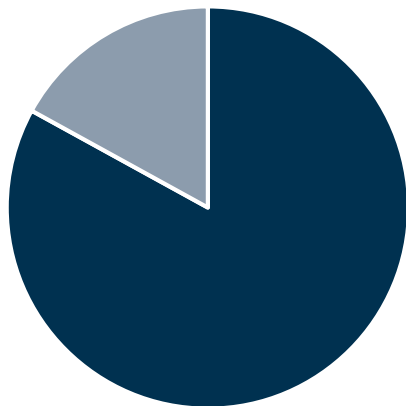
We exceeded our targets to date for submitted applications.

| <b>Date</b> | <b>% Applications Submitted (Cumulative)</b> | <b>Target</b> | <b>Actual Submitted by Target Date</b> | <b>Exceeded Target by</b> |
|-------------|--|---------------|--|---------------------------|
| Jan. 2      | 10%  | 99            | 133                                    | <b>+34</b>                |
| Jan. 16     | 30%  | 299           | 335                                    | <b>+36</b>                |
| Feb. 13     | 40%  | 399           | 419                                    | <b>+20</b>                |

We have also exceeded our enrollment target for African American participants (goal = 10%; 15% enrolled; ) and are on-track toward our goal for Hispanic/Latino participants (goal = 30%; 24% enrolled)

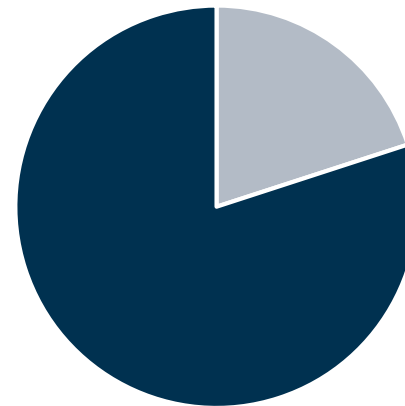
# SFUSD Pathway to Teaching Recruitment Update

We're successfully tapping into our local pool of talented paraprofessionals, classified staff, emergency teachers, substitutes, and after-school staff.



**81% of applicants are from the Bay Area**

587 have started an application  
499 have submitted an application



**20% of applicants have been SFUSD employees**

231 have started an application  
123 have submitted an application

**91% of current enrollees are from the Bay Area**  
**15% of current enrollees are currently SFUSD employees**

# SFUSD Pathway to Teaching Recruitment Update

Pathway enrollees represent diverse backgrounds and have decided to pursue a teaching career in SFUSD, doubling down on the commitment to the community they have already made.

## **Tiffany Chen is our first Multiple Subject hire!**

- Accepted a position at Sutro Elementary School
- Tiffany has worked in SFUSD as a Sped Para since 2012
- “As an Asian American born and raised in San Francisco, I am able to provide translation to English learners and I believe this quality will bring a sense of comfort to SFUSD children and families.”

## **Elena Royale is enrolled as a Special Education Teacher**

- Elena is a Family Liaison with SFUSD and has worked at Glen Park Elementary for ten years as an After School Program Leader
- “I am a Mexican American, native to San Francisco, and attended SFUSD from kindergarten to college. My personal experience growing up in San Francisco has prepared me to navigate resources for our students.”

## **Fabian Garcia is enrolled as a Bilingual Spanish Teacher**

- Fabian is a recent college graduate from SFSU who works with the Jamestown Community Center, serving low income families from the Mission District
- “The opportunity I see as an educator, is opening student’s eyes to the choices they have in life. Educators, parents, and students working together assists in creating a network of support that leads students to social, emotional and academic success.”

# Recruitment Investments Update

## Personnel

- Human Capital Analyst – Recruiter, Diversity Initiatives – Hired
- Human Capital Analyst – Recruiter, Lead – Job description pending approval from CCSF

## Non-Personnel

- EdWeek - Contract executed 3/1 – Live as of 3/14
- Teachers-Teachers – Contract executed 3/22 – Live as of 3/23
- LinkedIn – K-Resolution submitted for 4/4 BOE meeting
- 3<sup>rd</sup> Party Recruiter – K-Resolution to be submitted for 4/25 BOE meeting



# Successes & Challenges

## Successes

- **SFUSD Pathway to Teaching recruitment continues to exceed targets.**
- **Total teaching applications are up 6% compared to March 2016.**
- **Have offered 85 early contracts.**
- **External Recruitment has been highly active** with an SFUSD presence at 20 events between Feb-March. We've met over 400+ candidates we're actively cultivating.
- **SFUSD Hiring Events:** Our two most recent events for hard-to-staff schools and subject areas yielded over 140 participants
- **Online Recruitment:** Careers website ([www.sfusdjobs.org](http://www.sfusdjobs.org)) has generated significant traffic since launching Jan. 1<sup>st</sup> (8,430 page views as of 3/15).
- **Monthly updates** to BOE around recruitment/staffing progress

## Challenges

- **Vacancies change daily** – retirements and resignations are moving targets
- **Budgets are still being finalized** – unable to project actuals for vacancies.
- **Difficult to predict subject area vacancies/credentials.**