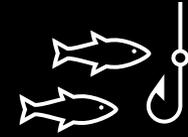


# LET'S GO FISHIN'!



*(OR, THE TITLE YOU WILL TELL THEM WHEN YOU GET BACK HOME ...)*

**“PROVEN POST-PANDEMIC RECRUITMENT STRATEGIES  
DESIGNED FOR PRE K-12 PUBLIC SCHOOL DISTRICTS IN  
KANSAS FACING ACUTE SHORTAGES IN CLASSROOMS,  
AND SUPPORT SERVICES PERSONNEL. ”**

Presented by Dr. Michael Clagg

Old, Retired, Assistant Superintendent for Human Services

Haysville Unified School District #261

November 3, 2022

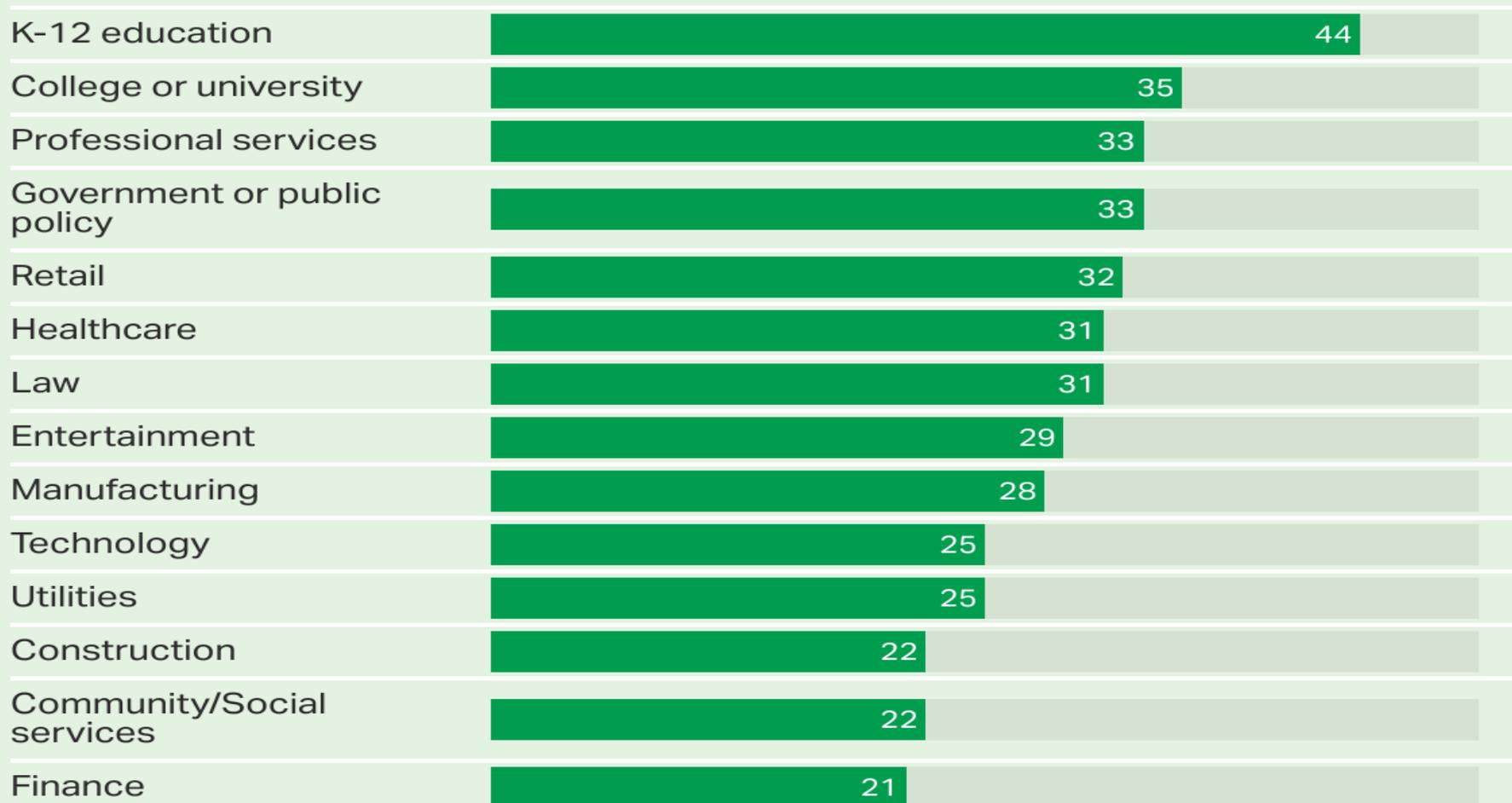
## Alarming data:

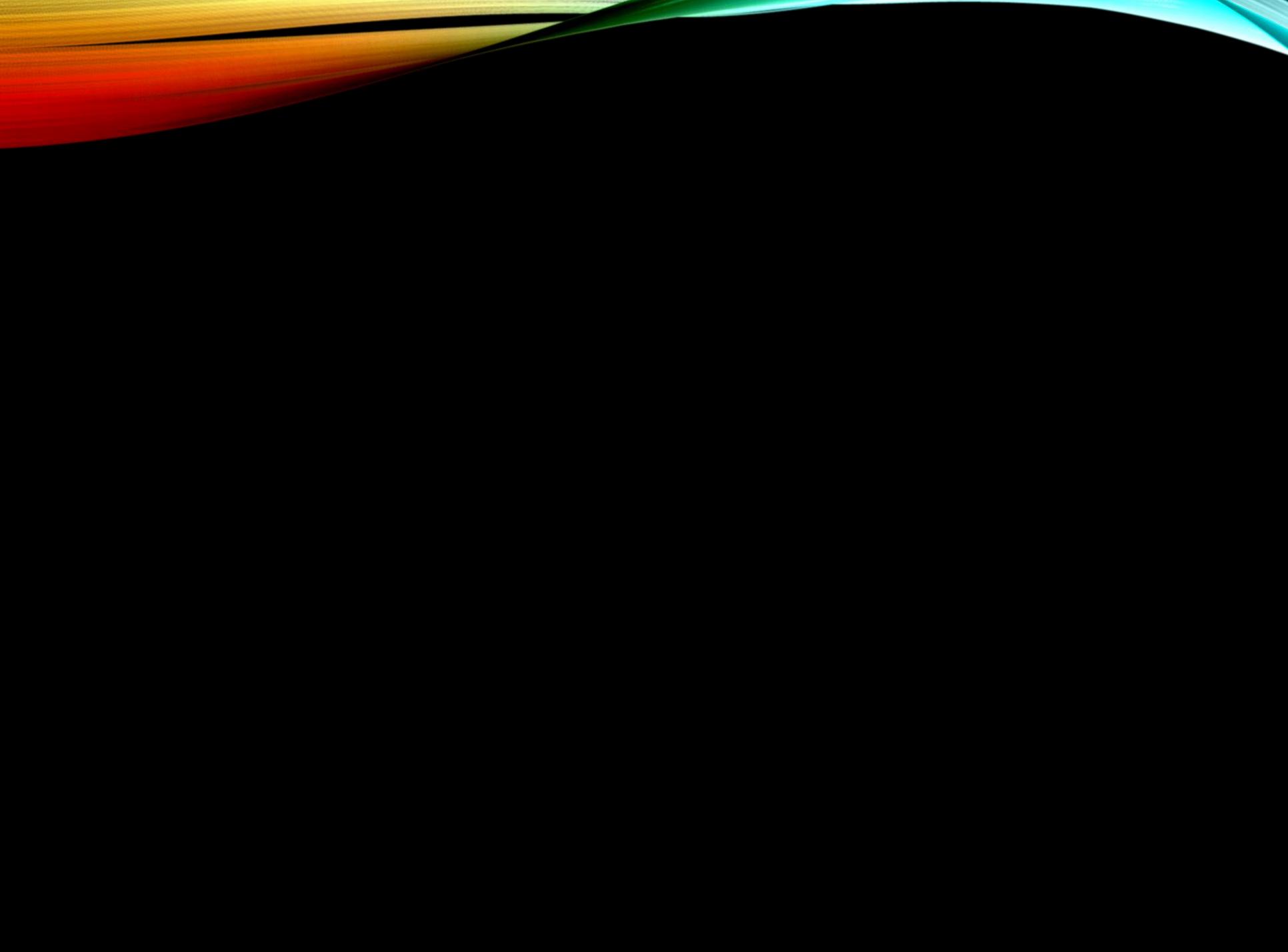
- 1. Teachers are leaving.** According to Dr. Richard Ingersoll, 15% of new teachers quit after one year. 33% of new teachers leave the profession after three years. 44% of teachers leave the profession within the first five years, giving today's average teacher just 1-3 years of experience instead of the 15-year average 30 years ago.
- 2. The teacher shortage costs districts a lot of money.** According to the National School Board Association, schools spend between \$10,000-\$20,000 replacing teachers who have left. According to the Kansas Association of School Boards, Kansas schools spend between 70% and 80% of their budgets on personnel.
- 3. Teachers are the single greatest determinate factor in student success.** According to multiple researchers over the past 20 plus years (Rivkin, Hanushek, Kain, Darling-Hammond, et al.), teachers are the single greatest determinate factor in student success.
- 4. Teacher burnout is at an all time high** according to the Gallup organization.

# U.S. Workers' Burnout Rates by Industry, 2022

Please indicate how often the following is true of your job: You feel burned out at work.

**% Always/Very often**







**SO, WHAT DOES THAT MEAN FOR YOU?**

**IT MEANS THAT ONE DAY VERY SOON,  
(IF NOT ALREADY)  
YOU WILL HAVE THE FOLLOWING  
CONVERSATION.**

**MEET MS. DOLLY DORIGHT.**



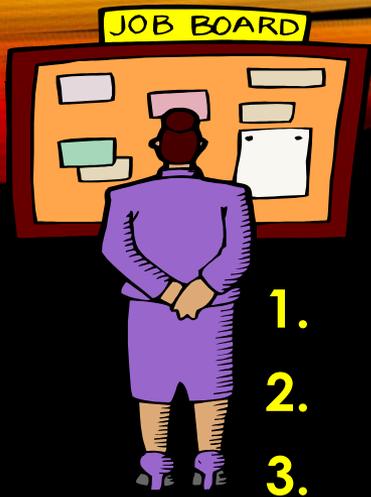
"I've been here 43 years, but now, I'm leaving"

What do you do?  
**You go fishin'!**

1. Preparation (git yer gear ready)
2. Recruitment (chum the water)
3. Interviews (throw yer line out there)
4. Selection (hook 'em and reel 'em in)
5. Induction (it's a keeper)

# 1. PREPARATION (GET YER GEAR READY)

1. Update the job description. It has likely changed over the years.
2. Conduct exit interviews with all staff who leave your organization.
3. Prepare attractive and cost-effective recruitment materials.
  1. A. Include social media (District Website, LinkedIn, Snap Chat)
  2. B. Include multimedia (Video, handouts, QR codes, candy)
  3. Include some fun, novelty, excitement! (Pens, spinning wheel, puzzles, prize drawings, caps, tech demonstrations, awards)
4. Decide who will participate in the interviews. If you use a panel;  
TRAIN THEM!
  - A. Confidentiality (Knock-Knock, who's there? ...)
  - B. Proper interview questions
  - C. How will the decision be made? (The panel is advisory only.)
  - D. Review all questions before the interviews.



## **2. RECRUITMENT** **(CHUM THE WATERS)**

- 1. Kansas Education Employment Board (K.E.E.B.)**
- 2. Host your own job fair.**
- 3. Participate in College and University job fairs, mock interviews, guest speaker, and special events.**
- 4. Develop your district Website and other social media.**
- 5. Professional Journals can help IF you have time.**
- 6. Professional Networks – (“finder fees” for current staff)**
- 7. How will you handle “in-house” candidates? “Courtesy” Interview?**
- 8. “Drive a bus” day!**
- 9. Use off duty personnel (bus drivers, paras, retirees, college professors, business partners, parents, nurses, counselors, librarians, and ADMINISTRATORS as substitutes.**

### 3. INTERVIEWS (THROW YER LINE OUT THERE)

1. Writing questions – I am going to open a “can of worms”.



A. Ideal candidate criteria

B. Write questions based on those criteria

C. Design rubric based on criteria

2. Set the time/date(s) and make the appointments.

3. Set up the room. (Refreshments, chairs, credential packets)

4. Set protocol (Who will start, order of questions, etc.)

5. How soon will the decision be made?

6. Who will notify the candidates?

7. Collect all materials after the interviews conclude.

8. Meet with other panelists.

9. Take time to reflect.

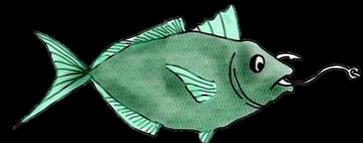
10. Check candidates' social media. \*



\* I guarantee students and parents will. Things that might have seemed funny as a freshman may not be as funny as a first-year teacher.

## 4. SELECTION (HOOK 'EM AND REEL 'EM IN)

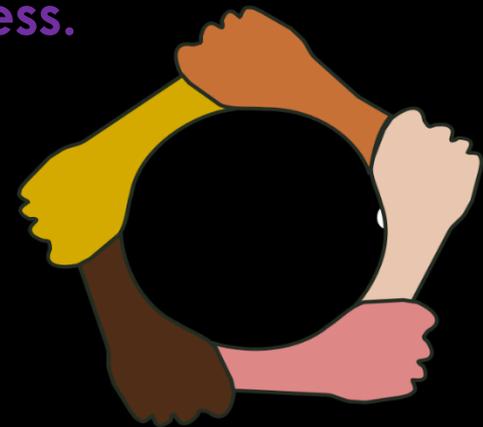
1. Debrief the panelists.
2. Use the rubric you developed for raw scores.
3. Analyze all the data available to you. (Reference checks, TI score, transcripts, answers to questions, criminal background checks, licensure, and finally;
4. Check your gut.
5. Determine who you want to hire.
6. Decide if you can live with candidates #2, #3, etc.
7. Notify district office personnel.
8. If you can not hire the candidate you want; re-post and start all over. (You could consider substitute teachers, retired teachers, combining classes, re-assignments)
9. Once your candidate accepts the offer, notify and thank all other finalists. You may run into them again.



## 5. INDUCTION (IT'S A KEEPER!)

**O.K. THIS IS WHERE THE WHOLE FISHING ANALOGY BEGINS TO FALL APART, BECAUSE THIS IS WHEN WE FILLET THE FISH. WE REALLY DON'T WANT TO DO THAT TO NEW STAFF MEMBERS. SO, LET'S PRETEND THERE WAS A SMOOTH AND MEANINGFUL TRANSITION THAT GOT YOU TO THE POINT THAT YOU SEE HOW HIRING A NEW STAFF MEMBER IS SOMETHING LIKE A "KEEPER".**

1. Induction (process) and orientation (event) are NOT the same.
2. Welcome them and ask how you can assist them.
3. Establish contact information- email, phone, address.
4. Send information about report date and location.
5. Preview the first few day's activities.
6. Provide a trained (non-evaluative) mentor.
7. Facilitate introductions with mentor and staff.
8. Tour the school and district.
9. Provide training in essential skills needed to start the year.
10. Most important – ESTABLISH A RELATIONSHIP with them and their peers!



# GOOD NEWS WE CAN USE

1. Substitute teachers respond to professional development. (Only 11% of school districts provide meaningful training to substitute teachers.) [STEDI.org](https://STEDI.org) and [substantialclassrooms.org](https://substantialclassrooms.org)
2. According to [goodnewsnetwork.org](https://goodnewsnetwork.org), 52 % of parents and 91% of teachers surveyed **agree** that hands on learning is effective.
3. The University of Kansas has been granted \$10 million to promote equity leadership and well-being among educators in underserved communities.
4. Leaders of teacher groups who were thought of as humble helped improve professionalism and collaboration among team members, new research has shown. The reason was that [humble leaders made teachers feel more empowered](#) to share their knowledge because they felt psychologically safe to take risks, said study co-author Roger Goddard, professor of educational studies at Ohio State University.
5. George Smith, an emeritus professor of biology at the University of Missouri (MU), was awarded the 2018 Nobel Prize for Chemistry in December. The award came with a \$250,000 prize, which [Smith is now using to launch the Missouri Nobel Scholarship Fund](#) for students attending the state's College of Arts and Sciences.
6. [Kansas ranks 10th in the nation on a weighted average of 16 educational outcomes](#), according to the most recent data available. The information is contained in a new report from the Kansas Association of School Boards
7. Past research has shown that [strong teacher-student relationships](#) can lead to higher student academic engagement, better attendance, better grades, fewer disruptive behaviors and suspensions, and lower school dropout rates. Those effects were strong even after controlling for differences in students' individual, family, and school backgrounds. (Education Week, October 25, 2022)



# QUESTIONS/COMMENTS

Thank you for your kind attention.