Educator Recruitment and Retention

Dr. Lucy Van Scyoc

Superintendent of Tulare Joint Union High School District

Immigrated from the Azores to California at the age of 8

English Learner- alumni of TJUHSD

TJUHSD has an enrollment of 5,750 students

77% SED, 13% English Learners

1.

TEACHER RECRUITMENT & RETENTION

TEACHER RECRUITMENT EFFORTS

❑ TRRE program- Teacher Residency for Rural Education Program (TCOE and CSU Bakersfield)

❑ Partner with our local universities for Student-Teacher placements in our schools

❑ Teaching pathways course offerings for students

    ❑ internship opportunities (Careers in Education)

    ❑ encouraging students reflective of our population

❑ Encouraging our classified to continue their education

Number of the following permits:

STSPs- 8

PIPs- 1

Interns- 9

Benefits of being a rural community

❑ Affordable housing

❑ Teachers can make a decent living in our area

❑ Relationships

  ❑ Educators connect with our alumni in the community

  ❑ Our alumni want to give back and have an impact in their community
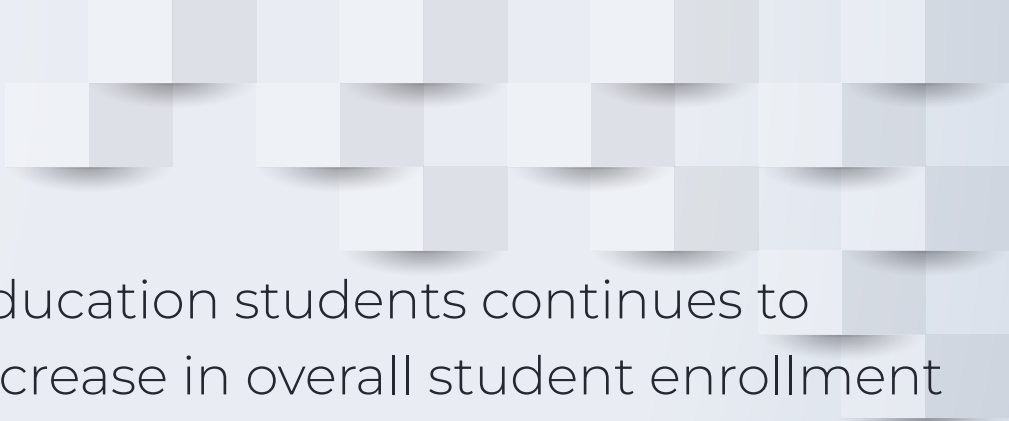
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2.
TEACHER SHORTAGES

STAFFING CONCERNS

❑ Single-subject teachers in math, science, and English are hardest to staff

❑ Local universities are not graduating enough math teachers

❑ Need for math teachers worsened by pandemic

  ❑ math builds on itself

  ❑ Lack of adequate math education for two years

  ❑ Increase in failure rates and need for math sections

- ❑ Math

  - ❑ Forced to remove teacher from the classroom at semester who could not pass the CSETs

  - ❑ Currently in need of 3 math teachers for 2023-2024

- ❑ Science

  - ❑ Forced to remove a Biology teacher from the classroom, taught Biological Anthropology part-time at community college, couldn't pass CSETs

  - ❑ Currently in need of a chemistry teacher for 2023-2024, no applicants at this time

- ❏ Special Education

  - ❏ Number of Special Education students continues to increase despite a decrease in overall student enrollment

  - ❏ Additional staffing needs for 2023-2024

- ❏ CTE Credentials
    - ❏ Electronics Program
    - ❏ Pre-Medical Program
    - ❏ We have 54 misassignments (19 misassigned teachers)
    - ❏ Can not compete with industry wages

❑ Administrator shortage

  ❑ More education needed for an admin credential

  ❑ Wages are not competitive

  ❑ Entry salary for Administrator- $122,016 (205 day work year)

    ❑ Multiple night events per week

  ❑ Top of the salary of a teacher- $123,184 (185 days)

  ❑ We are struggling with getting applicants for admin positions

3.

Education Post-COVID

THANK YOU

Funding has allowed us to add:

Math labs for Just-in-time intervention

Response to Intervention Pull-out class

English Learner Intervention Labs

Teachers and Instructional Aides to support our labs

Social Workers

Counselors, 200:1 ratio

97.5%
2021-2022 Graduation Rate

56%
% of EL students increasing 1 or
more levels on the ELPAC

62.2%
A-G rate

"People these days are much more fragile. It is like the "cumulative trauma" of going through COVID, accompanied by the feeling that 'I always need to look out for myself' have combined to send our society in the wrong direction."

- ❑ Teaching has never been easy, but it is now more difficult than ever

    - ❑ Students are behind academically and socially

    - ❑ Increase in socio-emotional concerns, an average of 78 students on our social workers caseloads

    - ❑ High Schools are having to rebuild their student culture- current seniors never experienced pre-COVID high school experience

    - ❑ Teachers are tired, they do not want to take on extra-curricular activities after school hours

What happens when the one-time funds are exhausted?

The teacher shortage is real!

We need Math, Science and Special Education teachers

We need Administrators

We need the ability to grow our own

We need to continue the financial opportunities to encourage our paraprofessionals to pursue teaching credentials

THANK YOU!

Any questions?