



Chinle Unified School District

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Goals

- By May 2020, we want to demonstrate a reduced rate of turnover among teachers and school leaders by half the rate that we are demonstrating in May 2017.
- By May 2020, through effective recruitment strategies we want to have a pool of 5 or more appropriately certified candidates for any vacant teaching or school leader position.



Gaps and Root Causes

- This year, out of 18 vacant teaching positions, we hired 15 emergency certified teachers. Our student demographic demands highly effective teachers in every classroom in order to meet our student achievement goals.



Accomplishments

- We identified materials that were outdated, and not necessarily conducive to attracting new staff to our area.
- We have created a new visual representing the financial benefits of working in our District over other districts in Arizona.
- We have participated in a grant partnership with NIET.
- We have developed a first draft of a plan to be able to get our teacher induction program STEPUP fully implemented during the 2017-18 school year.



Questions we are Pursuing

- We are looking at the best time slots for when we can provide continued central training and support to teachers and principals who are part of an induction program. Evening meetings? Weekend meetings? How to get time with the teachers and leaders without pulling them out of their buildings, or infringing on too much of their personal time.



Questions for Colleagues

- How do you decide which recruitment venues to pursue?
- Where and how do you advertise vacant positions?
- What are your models for teacher and principal induction/support?
- Do you have examples of interview questions that you have used to successfully identify candidates with “the right stuff” to be successful in public education?

