Teachers Hiring Challenges
Concerning Issues (CSI conversation)

- 2/24/17 – email Co-chair to Co-chair Re: placement of unassigned before hiring outside (implied CHS teachers will be placed back at CHS)
- 3/2/17 – Executive Session Discussion
- 3/4/17-12 SPRING BREAK
- 3/14 - Meeting w/ SEA President, Phone Conversation w/ co-chair, offer to SEA to present at GB mtg
Coronado Success Initiative

- Retired – 3
- Resigned – 2
- Unassigned – 14
- Interviewed 54
  - No – 20
  - Yes – 34
- People not FTE
Current SUSD Openings (3/16/17)  
(26.2 positions - CHS)

- 1.0 Guidance Counselor (retirement)
- .4 CTE Business
- .6 Computer Sci.
- 1.0 SPED
- .8 Dance
- .2 Choir
- .4 Theater
- .2 Orchestra
- .6 Photo
- .2 Visual Arts
- 5.6 English
- 6.0 Math
- 3.6 Science
- 3.6 SS
- 1.0 PE (retirement)
- 1.0 Instructional Coach
# Coronado Success Initiative

## Coronado HS Job Postings

- Guidance Counselor
- CTE – Business/Computer Science
- English
- Math
- Science
- Social Studies
- Special Education

## Applications received

- 37
- 7
- 19
- 2
- 12
- 36
- 12
Unassigned – SUSD totals (3/16/17)
(voluntary unassigned, involuntary unassigned, surplus)

- 27 Coronado + 47 SUSD at large = 74 teachers
- 64.6 FTE unassigned = 74 people
- 74.3 vacancies

Guaranteed a position in SUSD but you are giving up your current position.
Historical Data - Hiring Teachers

- 2015-16 198
- 2016-17 183
- 2017-18 ____
  - 45 resignation & retirement (9 elementary, 10 K-8, 4 MS, 10 HS, 12 SPED)
1<sup>st</sup> Opening, April 13th

- Surplus, Unassigned teachers
- Openings created by retirements, resignations, growth from leveling, student course selection (staffing)
2nd Opening – April 19th

• Continued Unassigned Teachers

• Openings created by retirements, resignations, non-signed contracts
Contracting

- GB approve 2017-2018 compensation – March 21st
- HR process of contracting – 3/28th received, 4/19th due date
- Openings – 20th-21st principals building leveling
- Post External Openings 24th-28th
- Interviewing May 1st to June 1st
3rd Opening – Summer Resignations, growth and decline movements
TEA Challenges

• Handouts
Conclusion

- Scottsdale needs to make hiring the best a priority for the students we serve. Hesitation and waiting is not in the best interest of students.
TEA – Department Chairs

• The TEA allows teachers to vote on the department chairs in the high schools. We believe it is a critical duty of the principals to hire the department leadership of the campus.

• Our vision is to have teacher leaders on every campus as part of an instructional leadership teams.