

DJUSD STAFFING UPDATE

JUNE 1, 2017

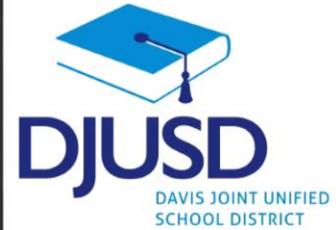


WHAT'S BEEN HAPPENING



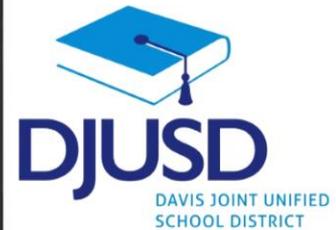
- Personnel Services has been processing retirements, leaves and resignations
- Sites and departments have been aggressively recruiting, interviewing, selecting and hiring new staff for the 2017-18 school year
- Despite the statewide teacher shortage there have been relatively few retirements and resignations in DJUSD this year

WHAT'S HELPING



- **Early Signing Contract to secure candidates who interviewed during fairs in hard to fill positions (SPED, Math, Science, BCLAD)**
- **Digital interview system, which allows for one-way and two-way digital interviews**
- **Expeditious evaluation of enrollment trends and FTE allocation**
- **20 years of service credit for new hires**
 - **In 2016-17 18 teachers were hired with more than 11 years of service**
 - **Those 18 teachers averaged 16 years of experience**

BY THE NUMBERS



- 2017-18 staffing ratio targets remain unchanged from 2016-17 (24:1 - K-3, 29:1 - 4-6, 31:1 - 7-12).
- As of 5/16/2017:
 - 13.835 FTE of certificated (DTA) retirements
 - 22.3 FTE of certificated (DTA) resignations (4 FTE were on LOA in 2016-17, 2 FTE resigned in-lieu of release).
- Teacher attrition rate (resignations only):
 - 5% (average over the past 5 years) for certificated teachers, to date the rate is 4.2% (19.3 FTE of 453.986 total FTE).
- All certificated attrition rate (resignations only):
 - 4.3% (22.3 FTE of 512.83 Total FTE)
- As of 5/26/2017, 8.4 FTE of positions currently open.

QUESTIONS?

