

# It's a Marathon Not a Sprint

Connecting Talent Strategies to get to 99%  
Teacher Staffing in 2022

Laura Mulvaney  
Executive Director, Strategic Staffing



# About Us

## Enrollment – 35,696 Scholars

- 62 PreK-8 Schools
- 31 High Schools
- 2 K-8 Schools
- 2 Remote School Options
- 1 PreK-6 School

### Demographics

- 63.9% Black or African-American
- 17.2% Hispanic
- 14.5% White
- 4.4% Other

### Student Characteristics

- 21.2% Special Education
- 13.1% Limited English Proficient
- 100.0% Economically Disadvantaged
- 4.2% Homeless
- 12.1% District Mobility Rate

## Talent Staffing Team

- 2 Substitute Center
- 4 School Based Talent Partners & Managers
- 1 Central Office & Operations Talent Manager
- 2 Talent Acquisition Partners & Managers
- 3 Interns – January to July about 30 hours per week.
- Great Partnerships with Colleges and Universities
- The WHOLE district became part of our Talent Acquisition Team
- Aligned AP/Principal recruiting with our School Leadership pipeline team



# Tell Your Story: Why CMSD is a great place to work

## Variety of opportunities in one school district

Over the course of your career you can try different learning techniques in our many different schools

Annually our teachers have the opportunity to voluntarily transfer buildings within the district

## Competitive Salary & Amazing Benefits – 22/23 Starting Salary is almost \$50,000

Teachers working in extended day or year round schools can earn even more.

Average teacher salary and benefits is \$104,000 per year.

Pay is performance based

Student Loan Forgiveness after 5 years in a Title 1 School

## Opportunities to earn additional Incentives

Teachers receiving an accomplished rating receive a \$4000 bonus

Many Stipend opportunities from Sports to Music to Teacher Leadership

## Small Buildings and Small Class Sizes

Our Average building has about 300 students

Our Class Size is less than the state average and managed closely

## Amazing Professional Development Opportunities

Dedicated Professional Development Staff

Intensive New Teacher Support and Development

People that do what you do across the District

Multiple Touch Points throughout the Year

Opportunities to grow in your career through our leadership development programs



# Know Your District

- Changes to Teacher Contract or Direction of Superintendent
  - ESL, Computer Science, Community College Career Partnerships
- Teachers with outdated Licensures
- Focus on the District NOW
  - Current enrollment and not historical – Move people to where they should be (Facilities, Operations, Security)
  - Show the Data to Stakeholders
- Know what other Teams are working on and Merge Your Initiatives (PreK, Special Ed, Multilingual, College & Career Readiness)
- Know what happens in the world of Subs – set up controls – Staffing in a building is all people – not just teachers



# Must Have Programs

1. **College Relationships with LOTS of Colleges across the state as well as nationwide virtual schools**
  - Paid Student Teaching (Cleveland Teaching Fellows)
    - Talent Team managed so that the best Student Teachers are hired to the District
    - Student Teacher University Evaluators
    - Intensive selection of Student Teacher Mentors
    - Structured District Wide Student Teaching Program with Milestones each Semester and Required Principal Involvement – Don't forget December Grads
    - Focus on non-HBCUs
    - CMSD Say Yes
2. **Para to Teacher Track**
  - Tuition Reimbursement + Paid Student Teaching
  - Or Paid Student Teaching in a Para position
3. **Grow Your Own (PACE Program Involvement)**
4. **Substitute to Teacher Track**
  - How can they become a teacher? Alternative, University Partnerships



# Understand Demographics

Count of Employee ID	Column			
Row Labels	BIPOC	White	Unknown2	Grand Total
Administration and Professionals	457	201	16	674
Differential Job Families	3			3
Facilities Job Families	240	85	5	330
Food Service Job Families	275	60	12	347
Nonunion - Support Staff Job Families	1	7		8
Paraprofessional Job Families	620	139	26	785
Principal	130	63	3	196
Related Service Provider	68	127	3	198
Safety and Security	130	10	7	147
Substitute Job Families	176	13	11	200
Substitute Teacher	359	162	13	534
Teacher	934	2027	44	3005
Trades Job Families	11	27	1	39
Transportation Job Families	239	25	11	275
<b>Grand Total</b>	<b>3643</b>	<b>2946</b>	<b>152</b>	<b>6741</b>

State	Program	TotalEn	Completers	WhiteE	WhiteC	Non-White
Ohio	The Ohio State University	978	448	835	391	57
Ohio	Miami University	1600	289	1363	248	41
Ohio	Cleveland State University	620	166	455	126	40
Ohio	Ohio University	1146	382	1050	348	34
Ohio	The University of Akron	1092	232	937	201	31
Ohio	University of Cincinnati	423	215	369	189	26
Ohio	Kent State University	1207	349	1095	327	22
Ohio	The University of Findlay	157	38	94	18	20
Ohio	Bowling Green State University	2040	404	1903	388	16
Ohio	Shawnee State University	327	130	294	115	15
Ohio	Xavier University	392	82	335	67	15
Ohio	Walsh University	124	49	78	35	14
Ohio	Capital University	226	95	198	82	13
Ohio	University of Dayton	638	132	558	120	12
Ohio	Central State University	46	4	1	0	4

Teacher Education - Music	
Teacher Education - Music	269
Bowling Green State University	30
Miami University	24
The Ohio State University	24
Ohio University	22
University of Cincinnati	21
Capital University	20
Baldwin Wallace University	18

Title2.ed.gov



# CLEVELAND METROPOLITAN SCHOOL DISTRICT

## Teacher Turnover Projections

Position	Retirement				Tentured Attrition	Limited K Attrition	Additions/Legacy Openings	Reductions (NTs)	External Hiring Need Projection
	Full Benefits		Reduced Benefits						
	32 Yrs	65 + 5 yrs	55 + 27 yrs	60 + 5 yrs					
EARLY CHILDHOOD	2	1	1	1	2	11	0	10	8
K-3	1	2	1	1	3	12	2	7	15
UPPER (4-5)	2	2	1	1	2	8	5	6	15
MIDDLE	2	1	1	1	4	12	3	9	15
READING	2	1	1	0	1	7	2	4	10
SECONDARY ENGLISH	2	2	0	0	1	8	6	16	3
SECONDARY MATH	1	1	0	1	1	7	7	12	6
SECONDARY SCIENCE	1	2	0	1	1	6	5	9	7
SECONDARY SOCIAL STUDIE	0	1	0	0	1	6	5	8	5
BILINGUAL	1	1	0	0	1	4	2	0	9
TESOL	0	0	0	0	0	2	1	1	2
COMPUTER SCIENCE	0	0	0	0	0	0	0	0	0
FOREIGN LANGUAGE	0	0	0	0	0	3	1	5	-1
GIFTED	1	0	0	0	0	1	2	0	4
SPECIAL EDUCATION	3	10	3	4	8	43	31	60	42
CAREER TECH	0	1	0	0	0	3	3	6	1
ART	0	2	1	0	1	5	4	6	7
JROTC	0	0	0	0	0	1	1	3	-1
MEDIA	0	0	0	0	0	1	21	0	22
MUSIC	0	1	0	1	0	3	2	1	6
PHYSICAL EDUCATION	1	1	1	1	1	4	2	10	1
ACADEMIC INTERVENTION	0	2	0	1	1	2	0	8	-2
BASIC SKILLS	1	1	0	0	1	1	0	0	4
<b>Total</b>	<b>20</b>	<b>32</b>	<b>10</b>	<b>13</b>	<b>29</b>	<b>150</b>	<b>105</b>	<b>181</b>	<b>178</b>



5. **Teacher to Teacher** (K-3, Social Studies)
6. **Career Changers** - Monthly District Wide Career Fairs
  - Opportunity to sit down with us and discuss a plan to become a teacher
    - We have a job for you in the District
    - Art, Music, ELA, Math, Science, ESL, World Language

# Must Have Programs

Candidate Pool to Vacancy Ratio

Certification	Vacancies	Candidate Pool	Pool : Vacancy Ratio
<b>CORE SUBJECTS</b>			
K-3	4	72	18:1
UPPER GRADES (4-5)	5	29	6:1
K-8	10	13	1:1
MIDDLE	18	15	1:1
READING	4	42	11:1
ENGLISH	11	14	1:1
MATH	12	4	0:1
SCIENCE	9	5	1:1
SOCIAL STUDIES	1	37	37:1
SPECIAL EDUCATION	18	44	2:1
BILINGUAL/TESOL	3	12	4:1
<b>ENCORE SUBJECTS</b>			
DANCE	5	0	0:1
DRAMA/THEATER	0	0	:1
MUSIC	4	3	1:1
VISUAL ART	12	2	0:1
FOREIGN LANGUAGE	4	4	1:1
PHYSICAL EDUCATION	18	6	0:1





# Remove the Barriers

- 2 Annual Reviews of Staffing
  - Spring Budgets
  - Fall Adjustment
- Use ESSER funds for Pre-employment Testing
  - Eliminated \$55 ParaPro Test Cost
  - Eliminated \$100 BCI/FBI & Drug Test Cost
  - Eliminated Physical Cost
- Streamlined the Process
  - All Departments at Career Fairs
  - Offers Made on the Spot
  - BCI/FBI done on the Spot
  - Drug Testing available at facility nearby on same day
  - All Pre-Employment Testing Done On-site – Same Day Results
  - Security Academy (\$2500 certification)
- Know all the options for licensure within your state and become an expert on how to effectively use
- Constant Chat between Talent Acquisition and School Based Team



# Whole ~~District~~ City as Recruiters

- Provide The WHAT to Everyone
- Open Recruiting Opportunities (career Fairs, College Visits, How to Get an Alternative or Supplemental License to Everyone
- Connect the Dots
- Provide the HOW and intervene
  - Be clear: HS Math, Science, ELA, 2 subjects with 4-9, Intervention Specialists, PE, Art & Music, World Language
  - A Summary and Weekly Detailed Reports to the CEO and Chiefs that was shared with Community and Key Stakeholders outlining where we are and what we need



# The CMSD Educator Experience

*get more!*

