



Human Resources Department
Forsyth County Schools
Safe • Connected • Thriving

Forsyth County Schools

Recruiting & Retention

Human Resources

A Safe, Connected, and Thriving Community for All

STRATEGIC PLAN

Staff Recruitment & Development

- Acquire and retain excellent staff
- Build and develop individual staff capacity



A Safe, Connected, and Thriving Community for All

As the largest employer in Forsyth County, **FCS** employs



CERTIFIED STAFF

4,199



CLASSIFIED STAFF

2,144



SUBSTITUTES

2,439



TOTAL EMPLOYEES

8,781



94.25%

CERTIFIED STAFF
RETENTION RATE



90.08%

CLASSIFIED STAFF
RETENTION RATE



60+

NEW CERTIFIED STAFF
MEMBERS ARE FCS ALUMNI



OVER 70%

OF CERTIFIED STAFF HOLD
A MASTER'S DEGREE OR HIGHER



262

NEW CERTIFIED HIRES



132

NEW CLASSIFIED HIRES



TEACHERS'
YEARS OF
EXPERIENCE
(% OF ALL STAFF)

0-3 YEARS

8.1%

4-9 YEARS

23.4%

10-15 YEARS

19.8%

16-20 YEARS

14.7%

21-25 YEARS

16.6%

26+ YEARS

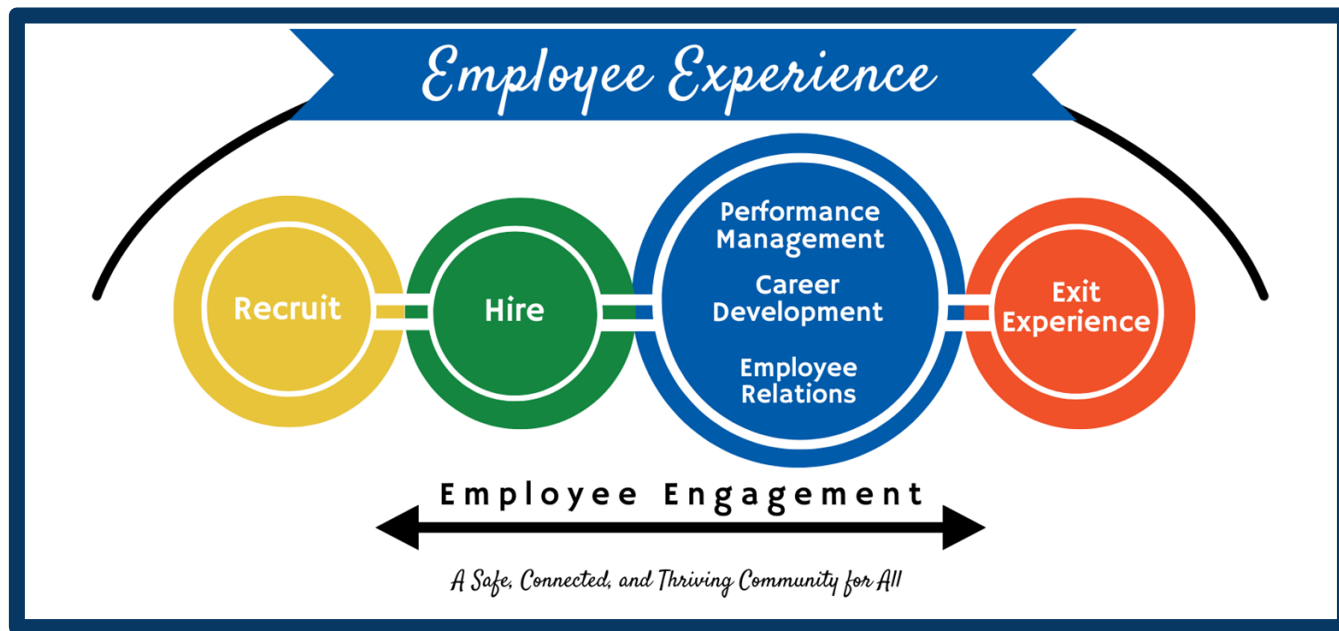
17.4%



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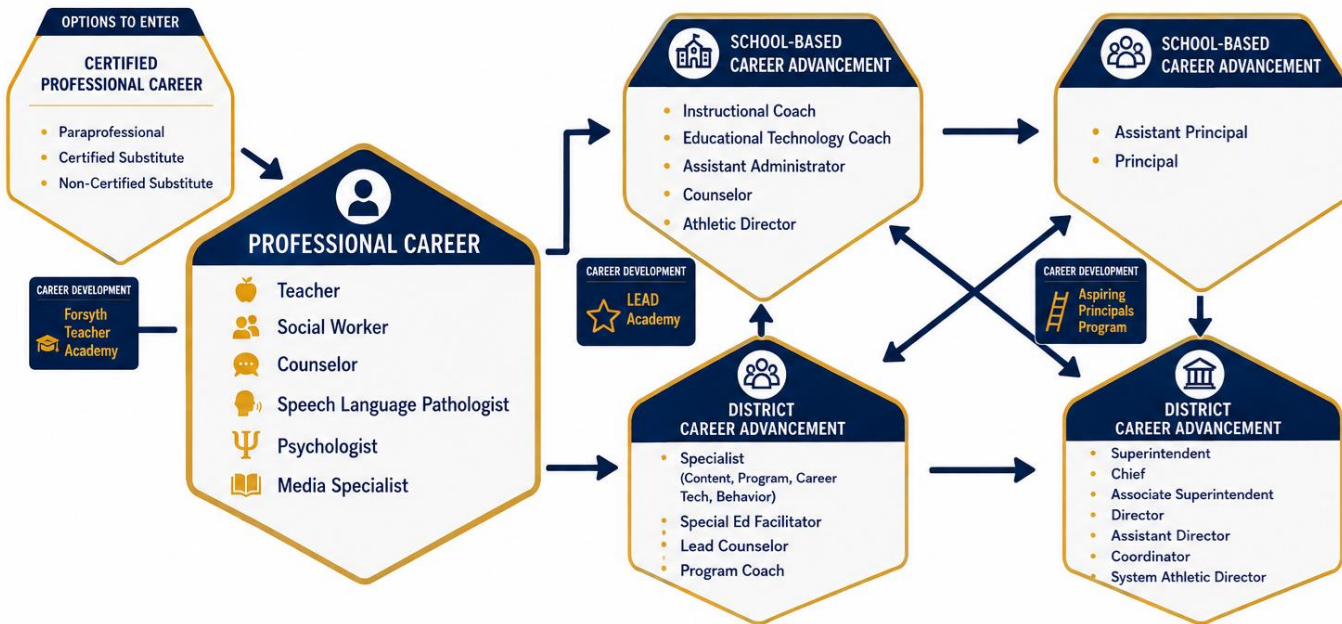
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CAREER DEVELOPMENT LATTICE

MULTIPLE PATHWAYS. ENDLESS POSSIBILITIES.



MULTIPLE PATHWAYS
Opportunities to grow and advance.



PROFESSIONAL GROWTH
Ongoing development at every stage.



SUPPORT & DEVELOPMENT
Programs and mentoring to support success.



LEADERSHIP PIPELINES
Preparing future leaders at all levels.



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ADVANCING EXCELLENCE



538

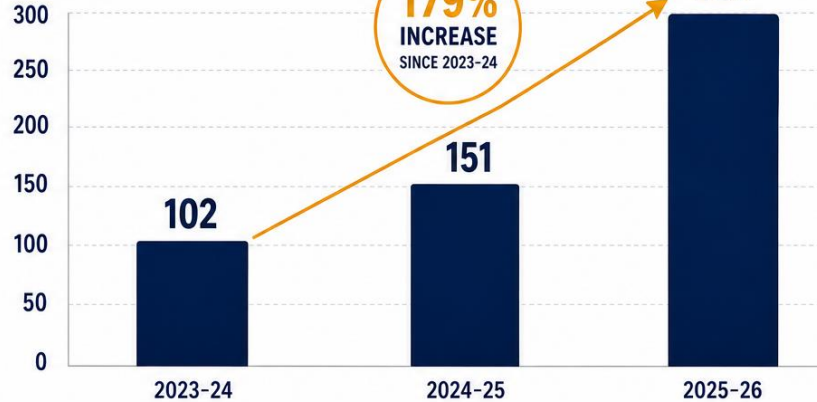
ADVANCED DEGREE &
CERTIFICATION UPGRADES
implemented over the
past three school years



70%+
OF CERTIFIED STAFF
hold a Master's Degree (T5)
or higher

ADVANCED DEGREE & CERTIFICATION UPGRADES BY SCHOOL YEAR

NUMBER OF
UPGRADES



HIGHEST YEAR TOTAL
285
2025-2026



THREE-YEAR TOTAL
538
2023-2024 TO 2025-2026



20+
COLLEGE/UNIVERSITY
PARTNERSHIPS



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CERTIFIED EMPLOYEE RETENTION

94.25%

2025-2026 CERTIFIED RETENTION

SAFE.
CONNECTED.
THRIVING.



Forsyth County Schools continues to retain an exceptional group of certified professionals who make a lasting impact on students every day.



9 of the last **11** years have been above **94%** retention.



HIGHEST RETENTION
96.2%
Achieved in 2020



11-YEAR AVERAGE
94.3%
2016-2026



YEARS AT OR ABOVE
94% RETENTION
9 of 11
2016-2026



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RECRUITING STRATEGY

#HowToGetToFCS?

1

EMPLOYER BRAND & REPUTATION

Protect the brand.
Be the destination.

2

EMPLOYEE EXPERIENCE

Create an
experience people
want to talk about.

3

EVERYONE IS A RECRUITER

The best
attract the best.

4

STRATEGIC PARTNERSHIPS & ENGAGEMENT

Build relationships.
Engage talent early.

5

ALUMNI RECRUITMENT PIPELINE

Bring great people
home to FCS.

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THE BRANDING OF FCS

- Student Teaching/Internship Placements (215 requests)
- Onboarding Experience
- University/Community Advisory & Presentation Groups (15)
- Forsyth Teaching Academy
 - 1 of 14 Certified Teacher Induction Programs
 - Employer Assurance Rating #1 (2nd year in a row)
 - 11 Cohorts (12th to start in January)
 - 6 Endorsements offered
- Classroom Engagements



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FORSYTH TEACHER ACADEMY

IMPACT SINCE 2017

180
TOTAL CANDIDATES
HAVE GRADUATED

FROM THE FORSYTH TEACHER
ACADEMY SINCE 2017.



PAST THREE YEARS WE HAVE RUN 7 COHORTS

-  Cohort 5 – 27
-  Cohort 6 – 23
-  Cohort 7 – 42
-  Cohort 8 – 6 *(1st mid-year cohort)*
-  Cohort 9 – 19
-  Cohort 10 – 12 *(2nd mid-year cohort
doubled in number from previous mid year)*
-  Cohort 11 – 19

TOTAL OF 148 CANDIDATES



RETENTION RATES

*Building Strong Educators.
Strengthening Our Schools.*

FTA Cohort 3	46.6% retention rate
FTA Cohort 4	64% retention rate
FTA Cohort 5	85.2% retention rate
FTA Cohort 6	88% retention rate
FTA Cohort 7	95% retention rate
FTA Cohort 8	100% retention rate



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Classroom Engagements (34)

- All 8 FCS high schools
- Appalachian State U.
- Berry College
- Dalton State College
- George Mason U.
- Georgia College & State
- Georgia Southern U.
- Indiana State U.
- Samford U.
- U. of Alabama
- U. of Georgia
- U. of Mississippi
- U. of North Georgia
- Vanderbilt U.

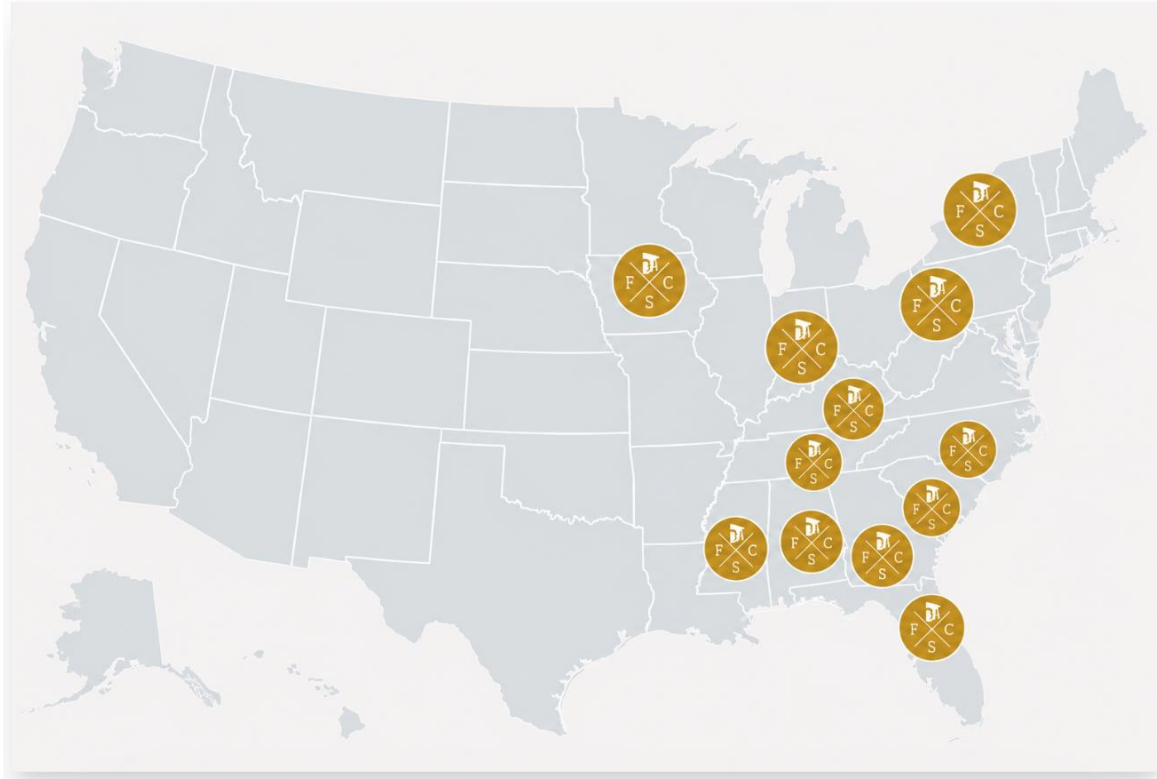


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WHERE DID WE GO LAST YEAR?



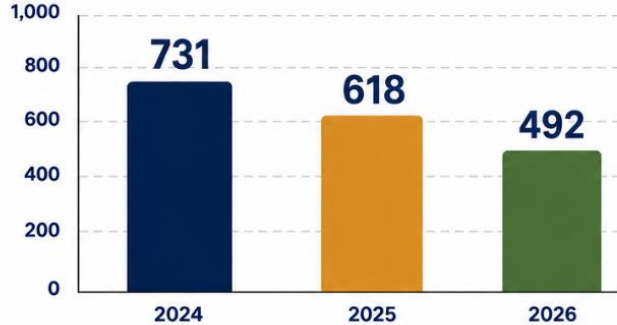
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FORSYTH COUNTY SCHOOLS

Safe. Connected. Thriving.

ANNUAL JOB FAIR ATTENDANCE



2026 FCS ALUMNI



COLLEGE JOB FAIRS ATTENDED



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Where did we find our new staff?

≡ PATHWAYS TO OUR CLASSROOMS ≡



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An Employer of
Excellence.



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Questions?

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