
Staffing Updates

Spring 2026

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Strategic Plan 2021-26 Priorities

EQUITY

PRIORITY 3:

Exemplary Staff

Goal I: By June 2026, Proficient Teacher Retention Rate to be above the NC State Average (89.9%).

Goal II: By June 2026, create and implement annual OCS Employee Survey resulting in 90% of all employees and employee subgroups indicating that OCS is a good place to work and grow.

Goal III: By June 2026, at least 90% of all vacancies filled within 60 workdays.

Goal IV: Maintain commitment to supporting and hiring qualified and diverse staff that demonstrate a range of skills and qualities that support student success.



Strategic Plan Alignment

Priority Three: Exemplary Staff

Goal IV: Maintain commitment to supporting and hiring qualified and diverse staff that demonstrate a range of skills and qualities that support student success.



New Hire Data Trends

Certified Positions

Trends

- Biggest increases in numbers of New Hires are Exceptional Children Teachers

As a Results of Trends

- Targeted professional development plan for new Exceptional Children Teachers
- Lead EC Teachers now available at every site.



Position Type	New Certified Staff 3/25	New Certified Staff 3/16
AIG Teacher	4	6
Central Office Leadership	5	1
CTE Teacher	5	7
EC Support Staff	4	6
EC Teacher	16	23
Elementary Education	36	19
ELL Teacher	3	7
High School Core Teacher	13	17
Instructional Support	14	6
Middle School Core Teacher	10	12
Pre-K Teacher	0	1
Program Enhancement Teacher	9	15
School Counselor	2	2
School Social Worker	5	4
School-Based Leadership	4	2
Total	130	128

New Hire Data Trends

Classified Positions

Trends

- Bus drivers and EC Teacher Assistants are areas of greatest turnover and need.

As a Results of Trends:

- OCS Employees can now become bus drivers.
- Exploring strategies to retain EC Teacher Assistants



Position Type	New Classified Staff 3/25	New Classified Staff 3/16
Bus Driver/Monitor	21	29
CN Staff	7	4
Custodian	5	15
Lead Office Support	2	0
District Administrators	2	3
EC Support Staff	3	1
EC TA	21	27
Family Liaison	1	0
Graduation Coach	1	NA
Maintenance	2	1
Nurse	3	4
Pre-K Teacher Assistant	0	2
School-Based Office Staff	8	5
Substitute	157	103
Teacher Assistant	11	11
Technology Staff	0	1
Transportation Staff	1	0
Total	245	206

Staffing Solutions

What then?



- Expansion of International Teacher Partnerships
- Certified Retirees
- Job Sharing
- Contracted Services
- Creative Staffing Strategies



Beginning Teacher Data

Trends

- Alternative Licensed Teacher numbers continue to increase; BT numbers holding steady.

As a Result of Trends:

- Continue to explore strategies to support all Beginning Teachers, such as mentoring.

SITE	25 March # BTs	25 Alternative License	26 March # BTs	26 Alternative License
Grand Total	81	35	80	41



Beginning Teacher Support

Survey Data



Strengths:

-Positive results across all three respondent categories - BTs, Mentors, and School Admins.

Opportunities for Improvements:

-Continue to expand support for Alternatively Licensed Employees



Beginning Teacher Support

Survey Data

What is the most important factors that would influence your decision to return to Orange County Schools?

Top Three Very Important:

- Positive School Culture and Work Environment
- Student Behavior Support Systems
- Strong Administrative Support
- Management Workloads

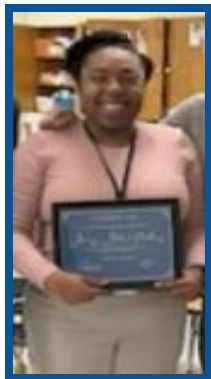
Next Steps: BT Focus Groups



**2025-2026
OCS 1st Year Teachers**



National Board Certified Teachers



2025 Total	2026 Total
81	94
14.35 % of eligible staff are Nationally Board Certified	



National Board Certified Teachers



OCS seeking to be a National Board Accomplished District (20% of eligible certified staff)

Trends:

- **Increasing Numbers- 22 Candidates in process.**

As a Result of Trends:

- **Continue NBCT Interest Meetings**
- **Increase Recruiting of OCS teachers**
- **Continue/Expand financial support for NBCT candidates**



Strategic Plan Alignment

Priority Three: Exemplary Staff

Goal III: By June 2026, at least 90% of all vacancies filled within 60 workdays.



Vacancy Fill Rates

SITE	Certified 9/30/25	Classified 9/30/25	Certified 10/17/25	Classified 10/17/25	Certified 2/16/26	Classified 2/16/25
Overall	42.7	55.8	44.1	55.4	50.0	63.3

*average number of days it took to fill a certified and classified position

**25-26 is baseline data

Trends

-As the school year progresses, it becomes more difficult to find staff

As a Result of Trends:

-Early allotment planning/early hiring
-Emphasizing retention



Substitute Fill Rates

SITE	September	October	November	December	January	February
District	66.6%	61.0%	63.0%	72.0%	64.0%	70.0%

*percentage of reported absences that required a substitute that were filled.

*25-26 is baseline data

Trends

-145 Active Subs

As a Result of Trends:

-Consistency in utilizing Absent Management System across the district



OCS Vacancy Data

CERTIFIED VACANCIES	24-25 BOY	25-26 BOY	24-25 MOY	25-26 MOY
Core Teacher	5	5	4.5	2
AIG Teacher	2	0	1	1
ELL Teacher	0	0	1	0
EC Teacher/Support	6	5	1	4
Elective Teacher	2	0	3	0
CTE Teacher	1	0	1	0
Instructional Support	0	0	1	1
Support Staff	0	0	3	1
Teacher Leadership	2	1	1	0
Administrators	2	0	0	1
District Leadership	0	0	0	1
Total	20	11	16.5	11

Trends

Certified teacher vacancies are currently less than 2%.

Strong positive trend of fewer teacher vacancies overall.

EC Teacher and Support positions remain a challenge, recruiting overall and retaining newer EC teachers.



OCS Vacancy Data

CLASSIFIED VACANCIES	24-25 BOY	25-26 BOY	24-25 MOY	25-26 MOY
Pre-K EC TA	1	4	1	3
EC TA	3	3	2	5
TA	1	1	2	2
Custodian	2	0	2	1.5
School Safety	0	0	1	1
School Based Office Staff	1	0	1	0
Maintenance	6.5	1.5	3.5	2
EC Support Staff	1	0	0	0
Admin Assist/Lead Office	3	1	0	0
Liaison	1.5	0	0	0
Child Nutrition Managers	0	3	0	0
District Leadership	0	0	0	1
Total	20	13.5	12.5	15.5

Trends

Classified Vacancy rate is <5%

EC Teacher Assistant and Pre-K Teacher Assistant recruitment and retention remain a challenge.



Addressing Vacancies



Student Teachers/Interns

Categories	24-25 Student Teachers	24-25 Interns	25-26 Student Teachers	25-26 Interns
Student Teacher/Interns	24	12	23	9
University Participation	7		8	
Hires	8		TBD	

“You Bring the Passion. We’ll Provide the Mentor.”

If you are interested in student teaching, student internship or completing a field experience, please visit our website and complete an student teacher/intern application”.



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Job Fairs

Categories	24-25 Alternative Licensure Fair	24-25 District Job Fair	25-26 Alternative Licensure Fair	25-26 District Job Fair
Attendees	99	74	107	TBD
University Participation	7	NA	8	NA
Hires	23	13	8	TBD

VIRTUAL - OPTION 1

What: Orange County Schools Virtual Job Fair

When: Wednesday, April 8, 2026 from 4:00 pm - 6:00 pm

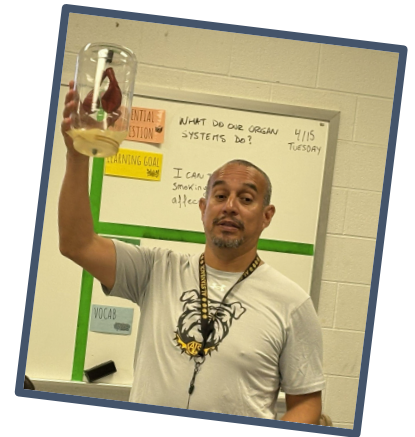
How: Zoom Meeting Link, sent to registrants

IN-PERSON - OPTION 2

What: Orange County Schools In-Person Job Fair

When: Saturday, April 11, 2026 from 8:00 am - 10:00 am

Where: Orange High School, 500 Orange High School Road, Hillsborough, N.C. 27278





New Recruitment Strategies

**You've Walked
These
Halls—Now
Help Lead
Them**



- *Student Interns
- *Early Recruitment of High School Students
- *Future Teacher Clubs

**Digital
Recruitment
Strategies**



- *Texting Campaigns
- *Virtual Job Fairs
- *Applicant System as Recruitment Tool

Strategic Plan Alignment

Priority Three: Exemplary Staff

Goal II: By June 2026, create and implement an annual OCS Employee Survey resulting in 90% of all employees and employee subgroups indicating that OCS is a good place to work and grow.



OCS Employee Survey (Jan. 2026) Results

- 333 Responses
- Highest Interest Area for PD:
 - Learning Another Language (Spanish)
- 76.8% agreed or strongly agreed that their school/department is a good place to work and grow
- 73.4% agreed or strongly agreed that OCS is a good place to work and grow



Strategic Plan Alignment

Priority Three: Exemplary Staff

Goal I: By June 2026, Proficient Teacher Retention Rate to be above the NC State Average (89.9%).



Existing and Planned Strategies

Recruitment

-Teaching Fellows Partnership

- Information session for interested alternative licensed employees
- Teaching Fellows to visit this summer

-Early Allotments/Early Hiring/Early Contracts

- On target to provide allotments to Principals by spring break.
- Targeted Presence at External Job Fairs

-HR Customer Service Focus

- Office hours expanded in HR
- Automatic follow up with new employees regarding onboarding experience

-Outreach:

- Grow your own programs
- Added Education Partners International (EPI) as new source of international teachers.

Retention

-Employee Support

- Employee Resource Groups
- Lunch and learns at School
- Stay Interviews

-Licensure Support for Beginning Teacher Support:

- edTPA workshops, 3 writing days for edTPA
- State board test tutorials

-Supporting Teacher Leadership Opportunities

- EC Leads, ATR Grant application, NBCT support,
- OCS Innovation Academy (DL cohort) - Academics

-Supervisor Training and Skill Building

-Employee Recognition:

- Classified Employee of the Month Award & Appreciation Lunch

-Superintendents Roundtable focused on NCTWCS

-Staff Feedback

- OCS Employee Survey
- Beginning Teacher Support Program Survey







Orange County Schools

NORTH CAROLINA

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