

Applications & Hiring Pool

- Since moving to a four-day school week, teacher applications have remained steady at an average of 88 applications per year, averaging 5–6 applicants per opening.

Experienced teacher hires:

- 2018-2019: 25%
- 2019-2020: 44%
- 2020-2021: 80%
- 2021-2022: 45%
- 2022-2023: 52%
- 2023-2024: 57%
- 2024-2025: 81%
- 2025-2026: 94%

First-Year teacher hires:

- 2018-2019: 75%
- 2019-2020: 56%
- 2020-2021: 20%
- 2021-2022: 55%
- 2022-2023: 48%
- 2023-2024: 43%
- 2024-2025: 19%
- 2025-2026: 6%

** 2023-2024 school year first year of the four-day school week*

The average years of service being brought in by experienced teachers is 7-11 years of teaching experience.

Staff Satisfaction

- Exit feedback shows that 89–100% of staff who left Hallsville would recommend the district.
- 100% of new hires recently surveyed said the 4-day school week influenced or strongly influenced their decision to pursue employment with the Hallsville School District

Hallsville's transition to a 4-day school week has strengthened both recruitment and retention efforts by the Hallsville School District. Each year, the district continues to attract, on average, 88 teacher applicants, averaging 5–6 candidates for every open position, which is strong in today's competitive hiring market.

In the 2022-23 school year, 52% of Hallsville's new teacher hires were veterans who brought prior classroom experience. By the 2025-26 school year, the number had grown

to nearly 94%, indicating a clear shift toward hiring experienced educators after the implementation of the 4-day school week. On average, these veteran hires have brought on average 7–11 years of prior service, raising the overall expertise in classrooms from day one.

Exit feedback also shows that 89–100% of staff leaving Hallsville each year would recommend the district, and 100% of new hires to the district recently stated four-day school week influenced or strongly influenced their decision to pursue employment with the Hallsville School District. Together, this shows that the 4-day school week is helping Hallsville continue to attract applicants, hire more experienced teachers, and give students the stability they deserve.