2026 Staff Selection Program Evaluation

Recommendations made from November 2025:

- Recruit highly effective staff members
- Interview and recommend highly effective staff members
- Continue to develop internal leadership capacity
- Pathways for Pattonville Students into Teaching

Goal 1: Recruit Highly Effective Staff Members	
Targets	**Indicators**
A. Participate in candidate recruitment opportunities.	Recruitment events attended, candidates interviewed, candidates hired, etc.
B. Emphasize recruitment of a highly qualified work staff.	Candidates interviewed, recruitment efforts, and candidates hired.

A. Participate in candidate recruitment opportunities.

- Pattonville participated in the certified staff recruitment events listed below.

Chart 1
2025 Staff Recruitment Timeline Summary:



- Open positions are advertised and posted on various job boards and recruitment services to connect with candidates with various skill sets.

- Some hard-to-fill positions were promoted as paid Facebook advertisements and directly emailed to colleges and universities, trade schools, and the community. Used buses to advertise open driver positions and participated in local parades to draw attention to bus driver positions. Also participated in Pattonville High School's Job Fair in November 2025 to encourage Pattonville students to consider potential career paths with Pattonville.

- District-level interviews continue to be conducted online via a one-way interview model utilizing software from Spark Hire. During the one-way interviews, candidates answer position-specific questions in a location of their choice utilizing a cell phone, laptop, or tablet. Their answers are evaluated by up to eight independent scores that include feedback from retired teachers and school administrators. Between November 1, 2025, and October 31, 2026, 894 certified and support staff one-way interviews were completed. During the year, 81% of the applicants who were extended an invitation to complete a Spark Hire interview went on to complete an interview.

- District and staff recognitions are utilized to promote the district to prospective candidates. Recognition from Niche and Top Workplaces is helpful with staff recruitment. In Missouri, Pattonville is ranked number one for *Most Diverse School District*, number 24 for *Best Places to Teach in Missouri*, and number 35 in *Best School Districts in Missouri*.

- To help recruit high-quality guest educators, the district continues to offer enhanced guest educator training using tools from the Substitute Teaching Institute at Utah State University (STEDI) to support guest educators in areas such as classroom management, instructional strategies, special education, behavior management, etc. Enhancements to guest educator pay, particularly for retired Pattonville teachers, is shared with potential guest educators to garner attention.

Pattonville Guest Educator Welcome and Orientation

- To help retain and recruit high-quality guest educators, the district held substitute teacher welcome and orientation sessions on July 23, 2026 and August 5, 2026.
- Sessions provided insight, direction, and advice to guest educators to help them work more effectively
- District principals presented ideas on classroom management and instructional strategies
- Used session to share information on long-term assignments and garner commitments to cover needs in our schools for extended periods
- Encouraged participants to let colleagues, family, and friends know about on-going guest educator needs at Pattonville and shared ways for subs to pass information along

2026-27 Pattonville School District Guest Educator Initiatives

We developed an on-going campaign to attract new guest educators to the district. These efforts included targeted Facebook and X advertisements. In-district recruiting efforts included sharing flyers highlighting the needs for guest educators and permanent substitutes. The recruiting efforts did allow us to add guest educators throughout the year.

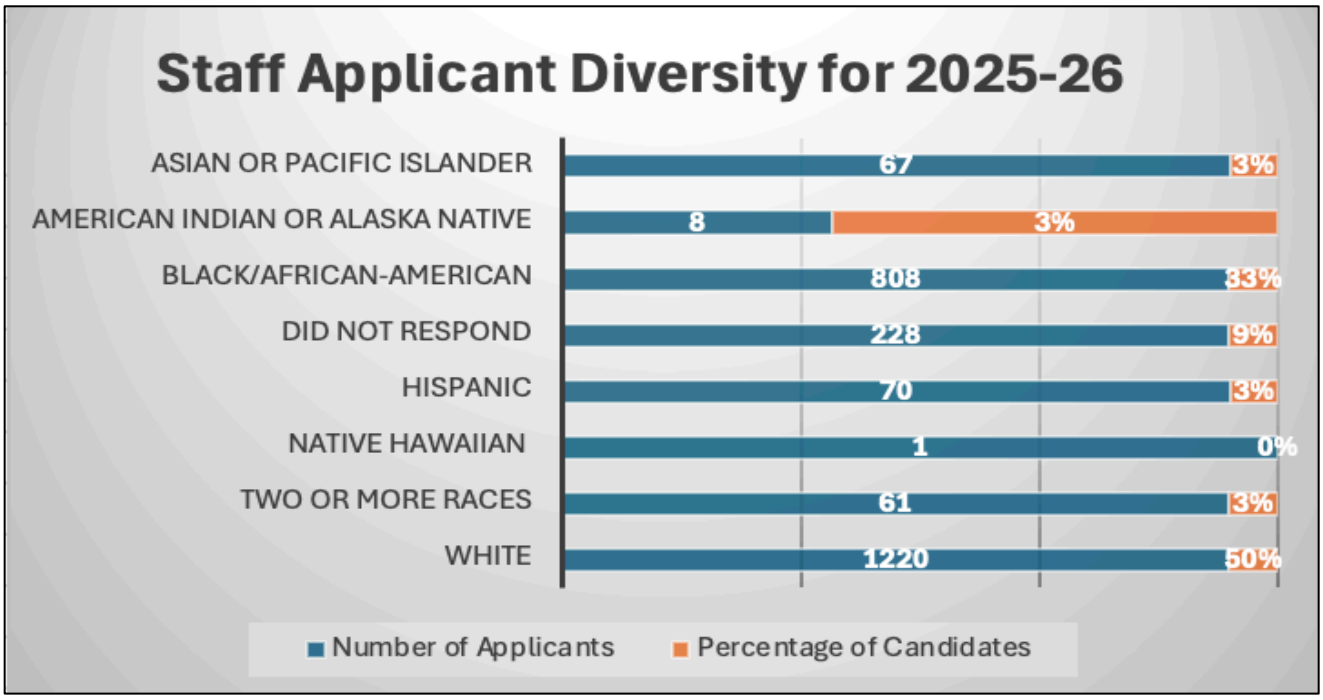
Additionally, a Guest Educator Newsletter was continued in the 2026-27 school year to remind guest educators of upcoming events, provide friendly reminders and share helpful tips. This was done to provide more connection for the guest educators and grow interest in being a guest educator. We continued to communicate with our guest educators weekly to ensure specialized substitute needs are covered.



B. Emphasize recruitment of a highly qualified work staff.

A summary of Pattonville School District applicants for all positions November 1, 2025 and October 31, 2026 in Chart 2 below.

Chart 2
Teacher and Support Applicants Demographics:



The percentage of minority candidates applying for positions in Pattonville School District continues to rise with 50% of the applicants belonging to a minority race or ethnicity.

Goal 2: Interview and Recommend Highly Effective Staff Members	
Targets	**Indicators**
A. Implementation of an effective interview process.	Quality of candidates provided for building/department interview consideration. Components considered during the interview/selection process (e.g., online screening component, candidate application file, evaluation components). Candidate evaluation of interview process.
B. High performance of staff hired.	Evaluation data and supervisor feedback, student performance, continued education, etc.
C. Ensure recommended certified staff members are appropriately certified/qualified.	Evaluation of teacher certification(s) areas/qualifications.

A. Implementation of an effective interview process.

- Certified Staff: Forty-two (42) new certified staff.
- Certified staff hired to fill needs in 10 schools in the district.
- All certified staff positions successfully filled for the 2026-27 school year
- Certified staff expressed high levels of satisfaction with the interview and on-boarding processes.

Chart 3
Overview of Staff Selection and Interview Process:



Chart 4
Staff Onboarding/Orientation Experience Survey Results:

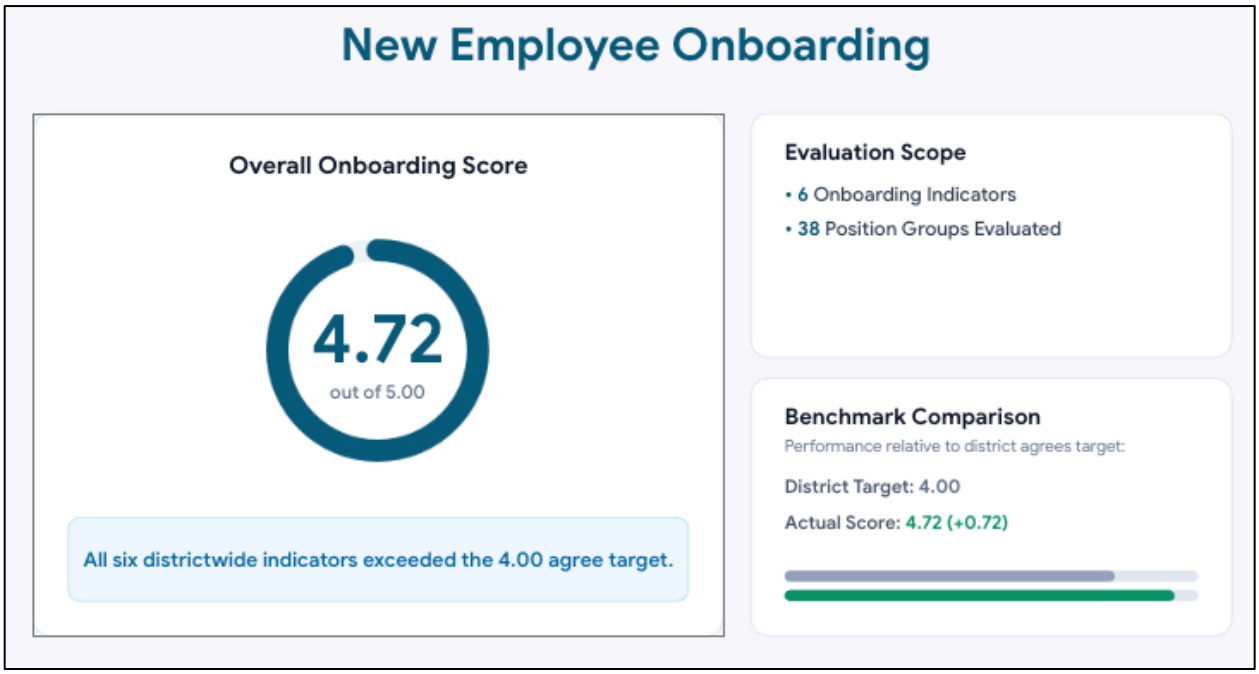


Chart 5
Certified Staff Position Summary:

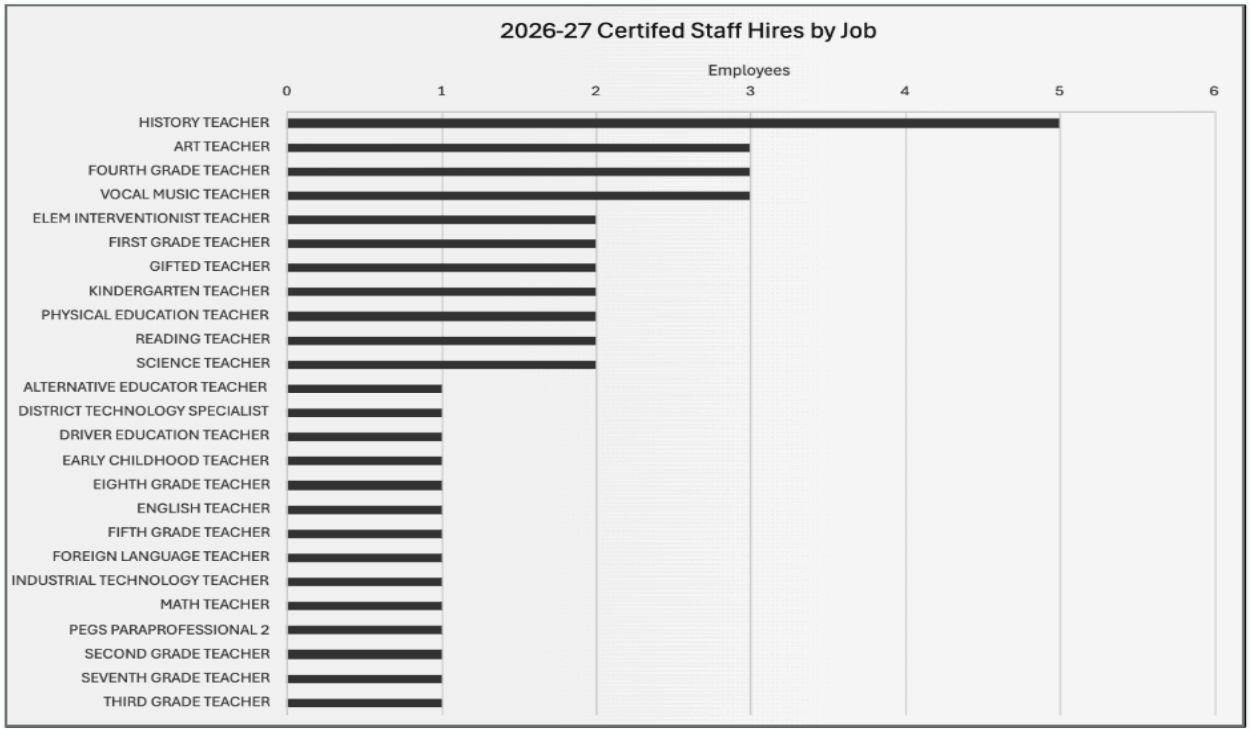


Chart 6
Certified Staff by Location Summary:



Chart 7
Support Staff Position Summary:

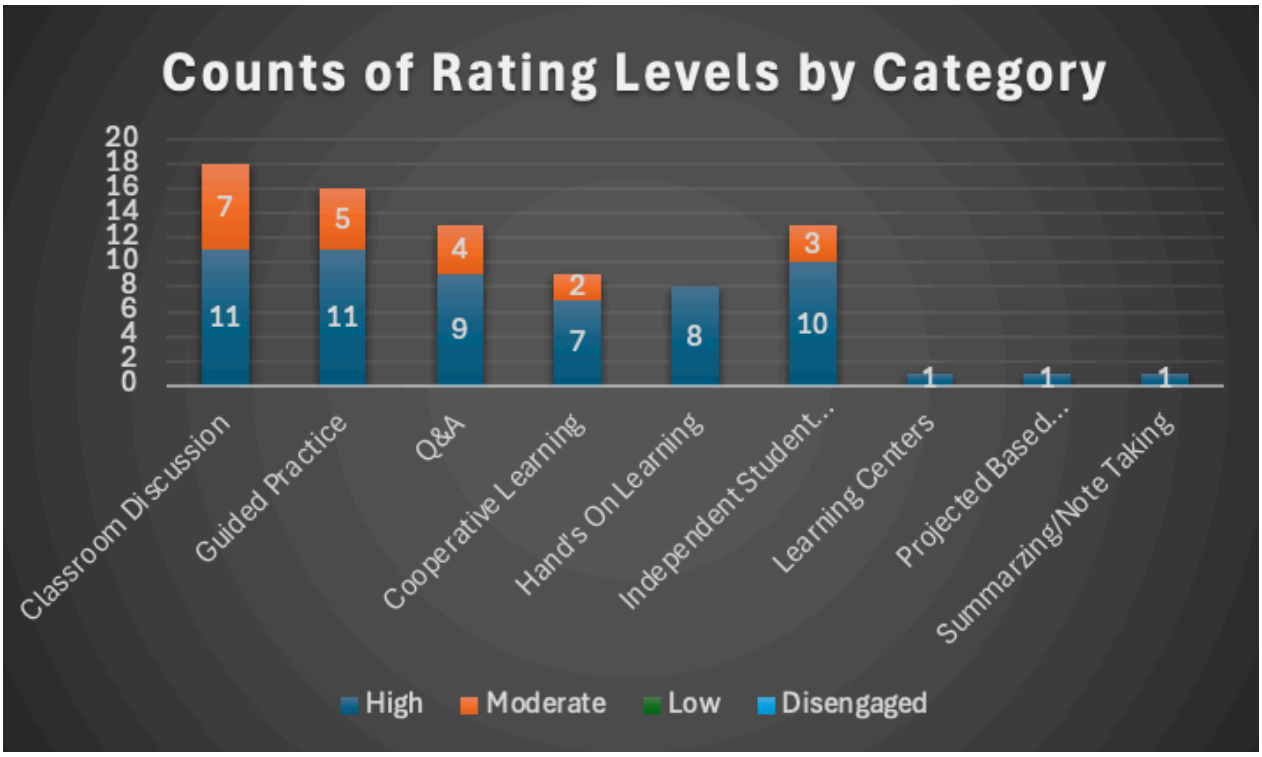


B. High performance of staff hired.

Observation data collected during the first semester of the 2026-27 school year indicates that new teachers are engaging students at a high level based on evaluation feedback. The level of student engagement during specific instructional strategies is identified during certified staff observations.

New staff members are observed and evaluated on multiple instructional areas including classroom discussion, cooperative learning, group work, guided practice, hands on and active learning, Q&A learning, independent student work, note taking, active engagement, peer evaluation and presentations. No areas were noted as having low levels of engagement or no level of engagement during the fall staff observations of first year teachers.

Chart 9
Levels of Student Engagement During Teacher Evaluation:



C. Ensure recommended certified staff members are appropriately certified/qualified

Currently, all 42 of the newly certified staff members are qualified for a Missouri teaching certification for the subject area(s) for which they were board approved.

Goal 3: Develop Internal Leadership Capacity	
Targets	**Indicators**
A. Develop internal leadership capacity	Leadership programming, leadership opportunities, staff participation, etc.

A. Develop Internal Leadership Capacity

The leadership professional development programs are designed to help district employees grow and develop as leaders in our schools and buildings. Over 80 staff members participated in three different programs designed for aspiring leaders in schools, on support staff teams and on office teams. Program components include navigating difficult conversations, relationship building, developing professional values as a leader and effective communication.

2026-27 internal leadership program highlights included:

- Support staff in developing skills around having difficult conversations
- Helping leaders align personal and professional values in leadership
- Providing insight on leading across cultural differences
- Training for the use of AI in daily tasks regarding on-boarding tasks
- Sharing tips on team collaboration

Goal 4: Create Pathways for Pattonville Students into Teaching	
Targets	**Indicators**
A. Create pathways for Pattonville students into teaching.	Educational programming, school-based opportunities, continued support of students pursuing path to into teaching, etc.

A. Create Pathways for Pattonville Students into Teaching

Pattonville Teacher Development Efforts
Continued to focus efforts on developing a sustainable Grow Your Own Teacher program at the middle and high school levels. This included:

- Human resources staff members working with high school administrators and teachers to develop pathways for students to come back to work for the Pattonville School District and to draw attention to our current Educators Rising program at PHS.
- Human resources staff members attending Pattonville High School Career Day to answer questions about teaching as a career path and to draw attention to Grow Your Own efforts.
- Human resources staff meeting with students at Pattonville High School during class time to help with potential educator growth.
- Identified teachers to host Educators Rising programs at Pattonville Heights and Holman.
- Program at Pattonville High School is now known as Educators of Tomorrow to align with the state name for similar programs.

Strategies to Help Growth Moving Forward Include:

- Grow partnerships with the local university(s) to help students pursue a degree in education.
- Expand internal internship opportunities for Educator Rising students.
- Use ELO time in the second semester of senior year to help students spend more time helping other PSD schools.
- Create a Pattonville Teacher Academy that will offer more dual credit classes and help students work with a university to pursue a degree in education in a shorter period.
- Guarantee Pattonville graduates' observation and student teaching opportunities at Pattonville.

2026-27 Program Evaluation Areas of Focus

Goal 1: Recruit Highly Effective Staff Members	
Targets	**Indicators**
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B. Emphasize recruitment of a highly qualified work staff.	Candidates interviewed, recruitment efforts, and candidates hired.

Goal 2: Interview and Recommend Highly Effective Staff Members	
Targets	**Indicators**
A. Implementation of an effective interview process.	Quality of candidates provided for building/department interview consideration. Components considered during the interview/selection process (e.g., online screening component, candidate application file, evaluation components). Development and refinement of electronic interview tools and process in screening process. Candidate evaluation of interview process.
B. High performance of staff hired.	Evaluation data and supervisor feedback, student performance, continued education, etc.
C. Ensure recommended certified staff members are appropriately certified/qualified.	Evaluation of teacher certification(s) areas/qualifications.

Goal 3: Continue to Develop Internal Leadership Capacity	
Targets	**Indicators**
A. Develop internal leadership capacity	Leadership programming, leadership opportunities, staff participation, etc.

Goal 4: Grow Pathways for Pattonville Students into Teaching	
Targets	**Indicators**
A. Continue to develop pathways for Pattonville students moving into teaching.	Educational programming, school-based opportunities, continued support of students pursuing path to into teaching, etc.