November 10, 2026

Human Resources

Program Evaluation

Review of Certified Staffing, Recruitment & Operations

Pattonville School District

Spring 2026 College Recruitment Outreach

February 2026 Career Fairs

Harris-Stowe State University

Lindenwood University

McKendree University

Missouri Baptist University

Southeast Missouri State University

Truman State University

University of Missouri (St. Louis Day)

March 2026 Career Fairs

Maryville University

MOJOE Career Fair (Columbia, MO)

Southern Illinois University - Edwardsville

University of Missouri - St. Louis

- Attended 11 events in the spring of 2026.
- Interviewed and interacted with 220+ students at the job fairs.
- Recruitment event connections resulted in district level interviews and hires.

2026-2027 Certified Staff Numbers

42

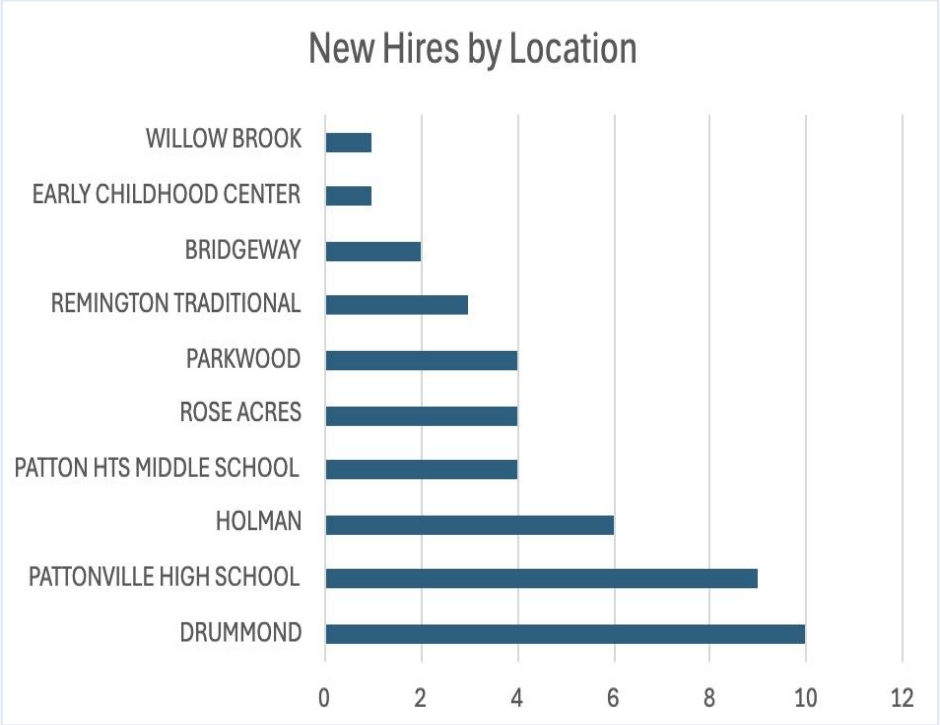
New Certified Staff Hired

Board-approved certified appointments across elementary, secondary, and specialized curriculum areas.

DISTRIBUTION OVERVIEW

Ten Locations

Placements spanning early childhood, elementary schools, middle school schools, and high school facilities.

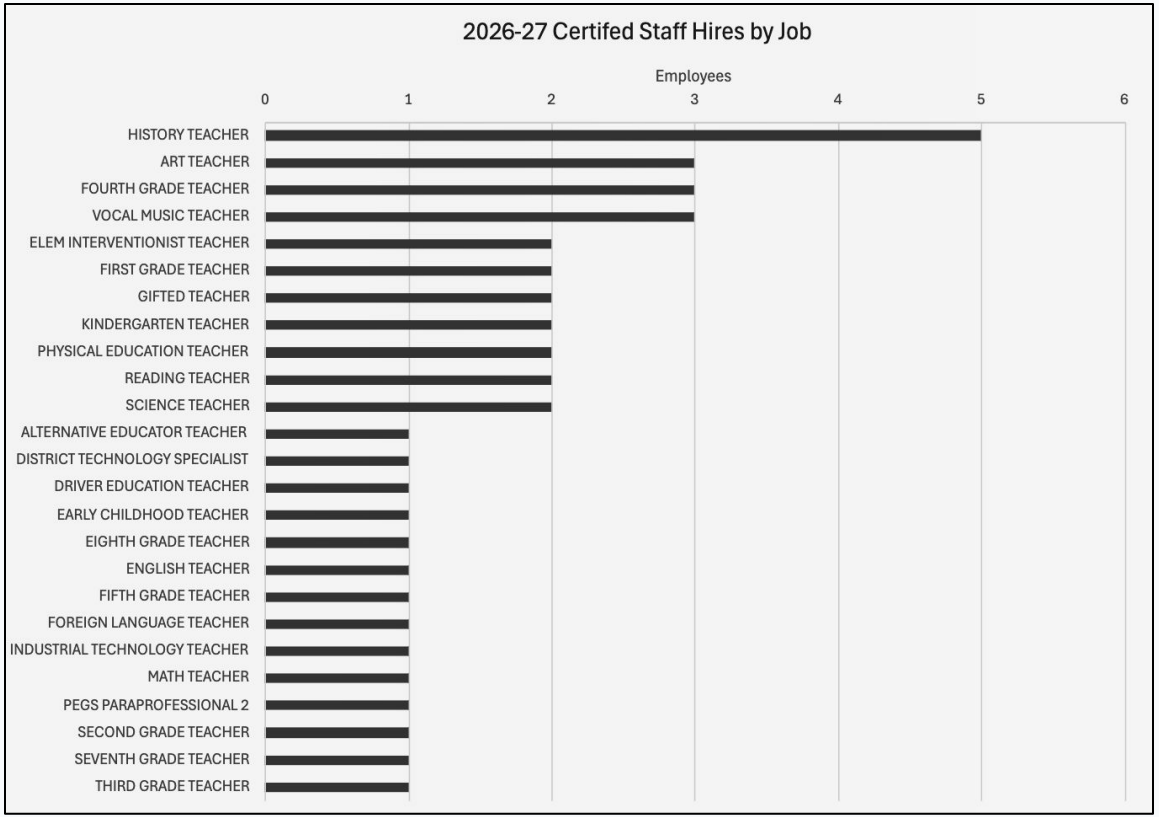


Key New Hire Insights

- All 42 teachers were in their classrooms on the first day of school.
- Total FTE for hired teachers was 40.98%.
- The difference in the number of teachers hired and new FTE is the result to traveling art and music teachers with lower FTEs.
- 56.8% of the newly hired teachers were placed at Drummond, Holman Middle School and Pattonville High School.



2026-27 Certified Staff Hires by Instructional Role



Instructional Staffing

Top Instructional Roles

History teacher with five (5) hires, followed by Art (3), Fourth Grade (3), and Vocal Music (3).

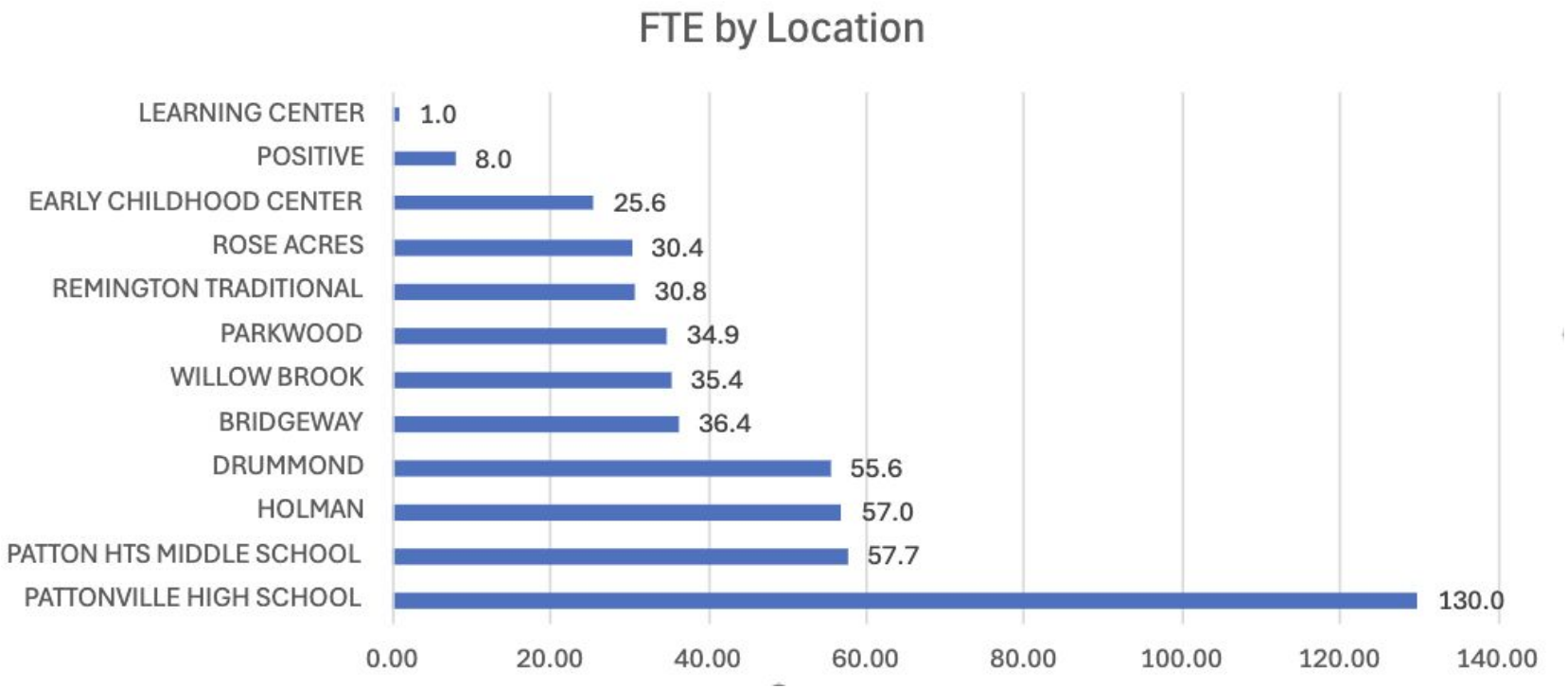
Core & Foundation Roles

Two hires each across Kindergarten, 1st Grade, Reading, Science, Gifted, PE, and Elementary Interventionist.

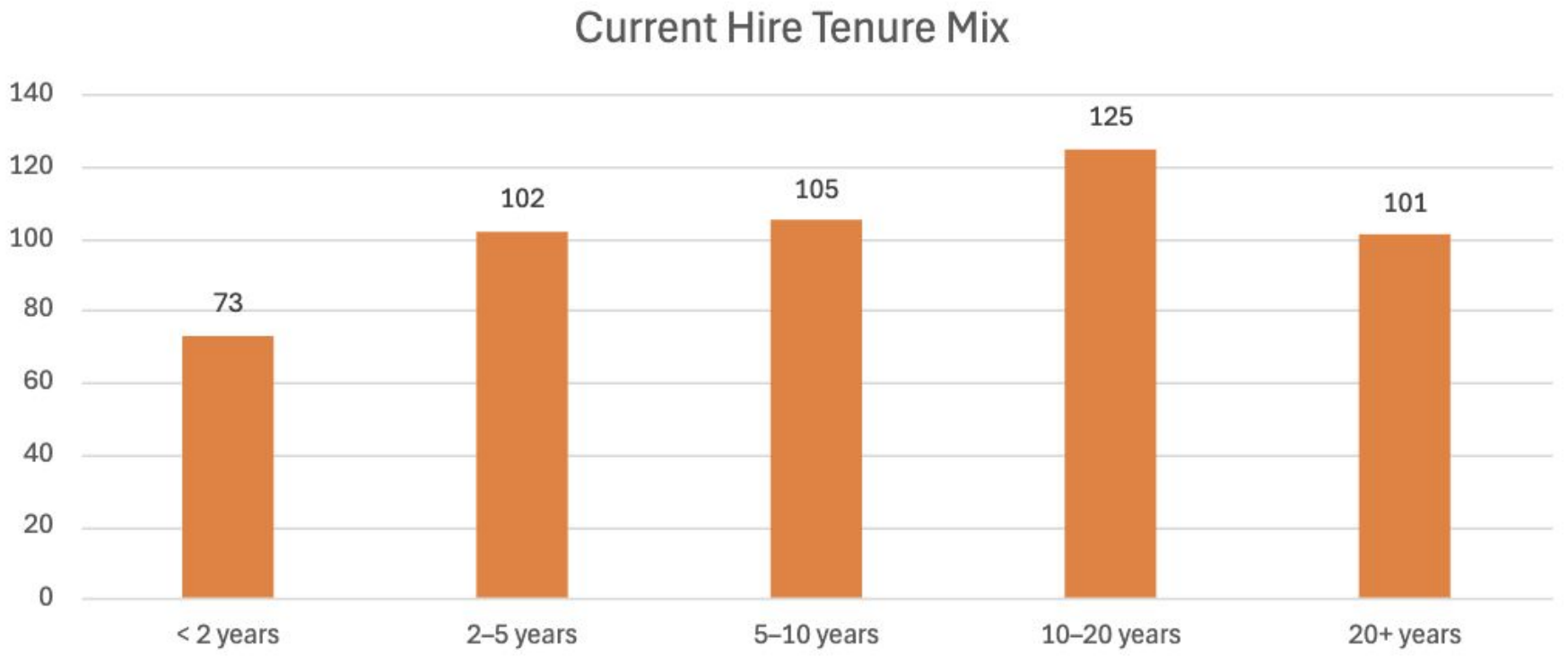
Specialized Single Hires

Fourteen roles staffed with one hire each, including Early Childhood, Math, English, Foreign Language, and DTS.

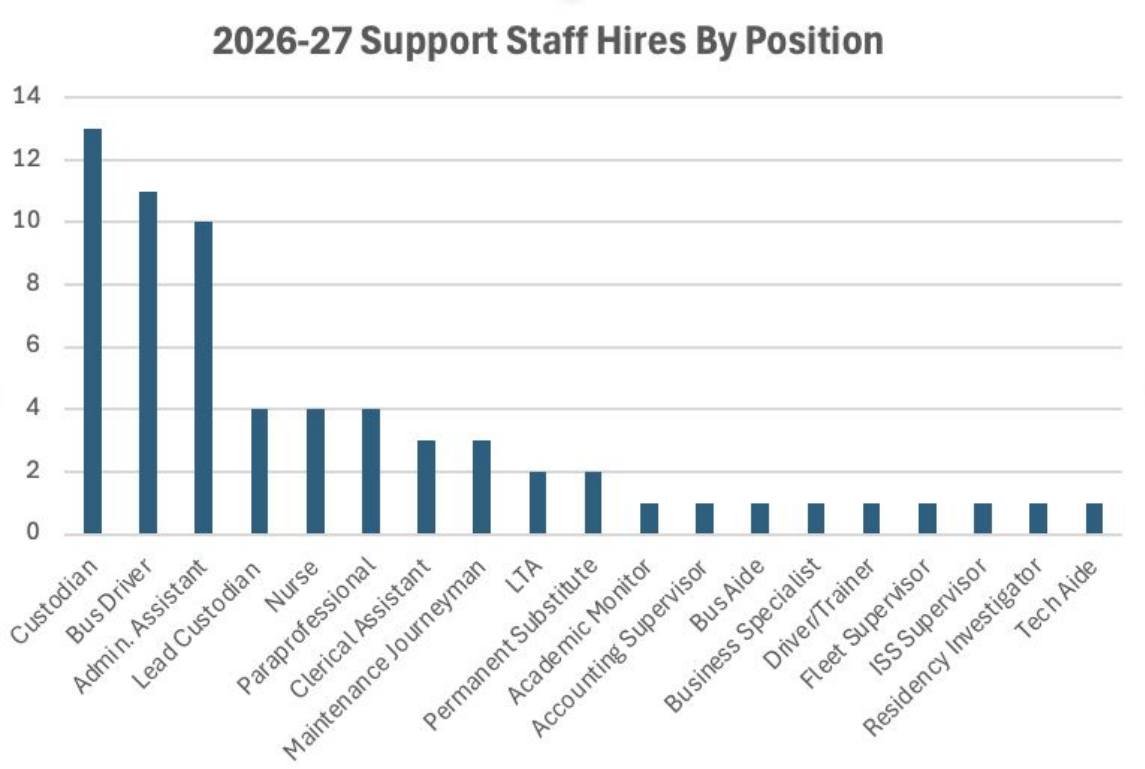
Certified Staff FTE By Location for 2026-27 School Year



Distribution of Certified Staff by Years of PSD Experience



Support Staff Hires by Operational Role



Support Staff Hiring Summary

Top Support Roles

Custodians (13), Bus Drivers (11), and Administrative Assistants (10) represent the highest volume of support hires.

Facilities & Operations

Key additions in Lead Custodians (4) and Maintenance Journeymen (3) strengthen district facility readiness.

Instructional & Health Support

Sustained hiring for Nurses (4), Paraprofessionals (4), and Clerical staff (3) across school buildings.

New Hire Orientation Programming



Over 50 New Hires Welcomed

Directly engaged 50+ incoming staff members with leadership presentations, benefits setup, and district policy overviews.

Summer Cohort Sessions

- Hosted targeted multi-day orientations across June, July, and August to onboard new hires.
- Added weekly onboarding sessions for guest educators and support staff.

Individual Certified & Support Staff Experiences

- Broke staff in groups
- Morning and afternoon sessions to allow for more specialized sessions.
- Integrated multiple departments into each session

New Employee Onboarding

Overall Onboarding Score



All six districtwide indicators exceeded the 4.00 agree target.

Evaluation Scope

- **6** Onboarding Indicators
- **38** Position Groups Evaluated

Benchmark Comparison

Performance relative to district agrees target:

District Target: 4.00

Actual Score: 4.72 (+0.72)

What the Results Say

4.90	4.42	0.48	6 of 6
Highest districtwide item	Lowest districtwide item	Range across six items	Items above 4.00 target

Relative strengths

1. Welcomed and supported — 4.90
2. Know where to get help — 4.84
3. Responsibilities are clear — 4.82

Priority opportunities

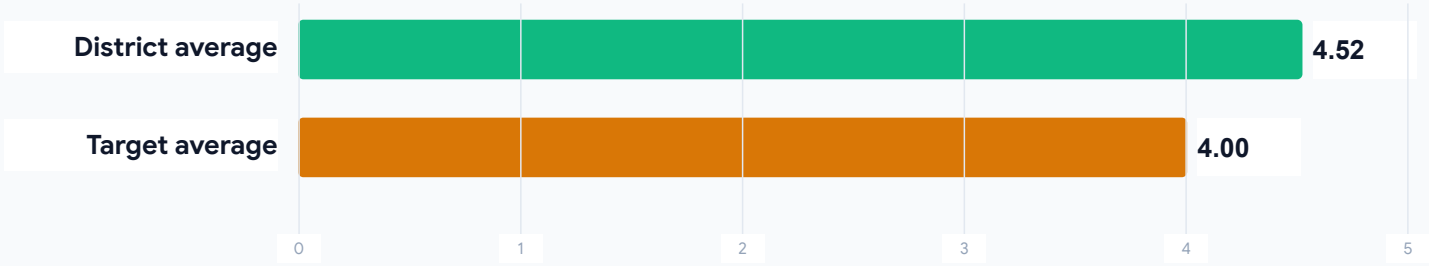
1. Onboarding prepared me — 4.42
2. Training / orientation — 4.52
3. Valued district member — 4.81

Districtwide Result: Question 1

Overall district result compared with the 4.00 agreement target

I’ve received the training or orientation that I need to be prepared.

4.52	4.00
District average	Target average



District result is 0.52 points above the target.

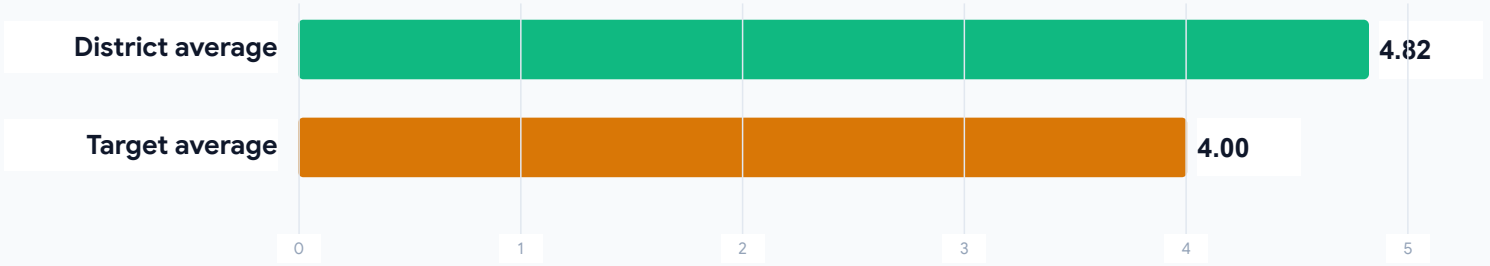
Districtwide Result: Question 2

Overall district result compared with the 4.00 agreement target

I understand my job responsibilities and work expectations.

4.82
District average

4.00
Target average



District result is 0.82 points above the target.

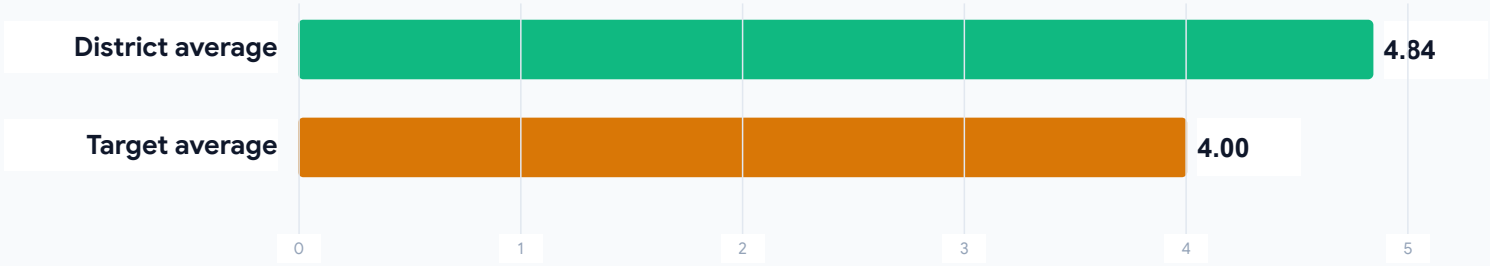
Districtwide Result: Question 3

Overall district result compared with the 4.00 agreement target

I know who to go to when I have questions about my work.

4.84
District average

4.00
Target average



District result is 0.84 points above the target.

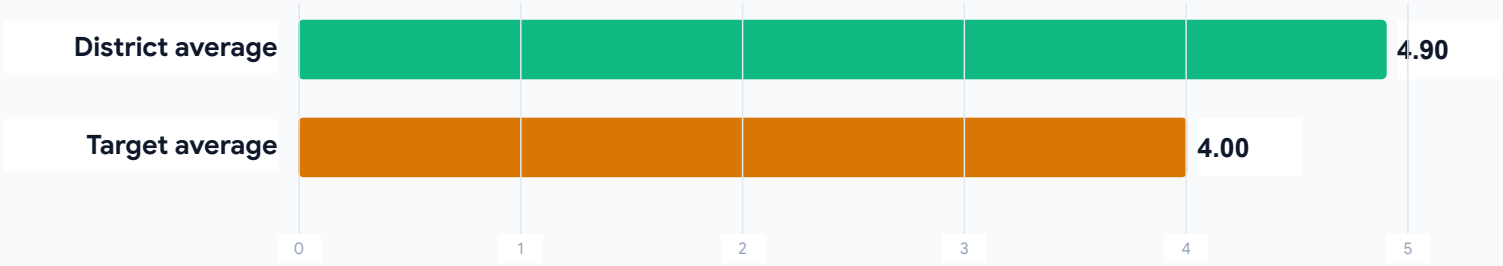
Districtwide Result: Question 4

Overall district result compared with the 4.00 agreement target

I feel welcomed and supported by my team and colleagues.

4.90
District average

4.00
Target average



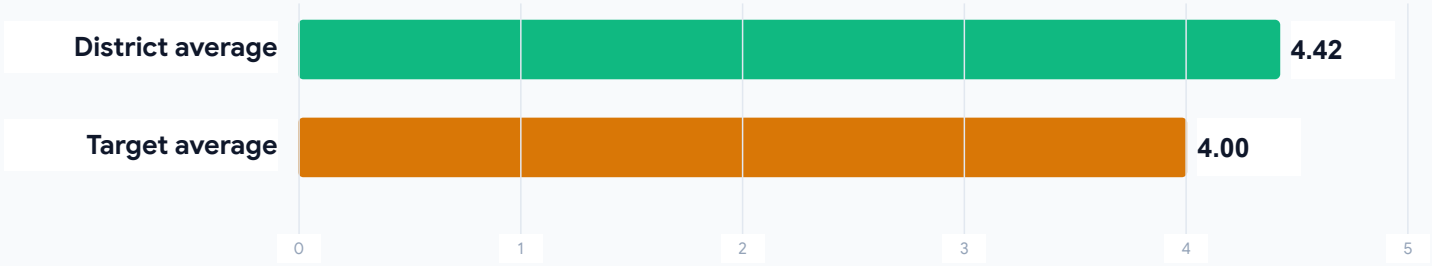
District result is 0.90 points above the target.

Districtwide Result: Question 5

Overall district result compared with the 4.00 agreement target

My onboarding experience prepared me well for success in my role.

4.42	4.00
District average	Target average



District result is 0.42 points above the target.

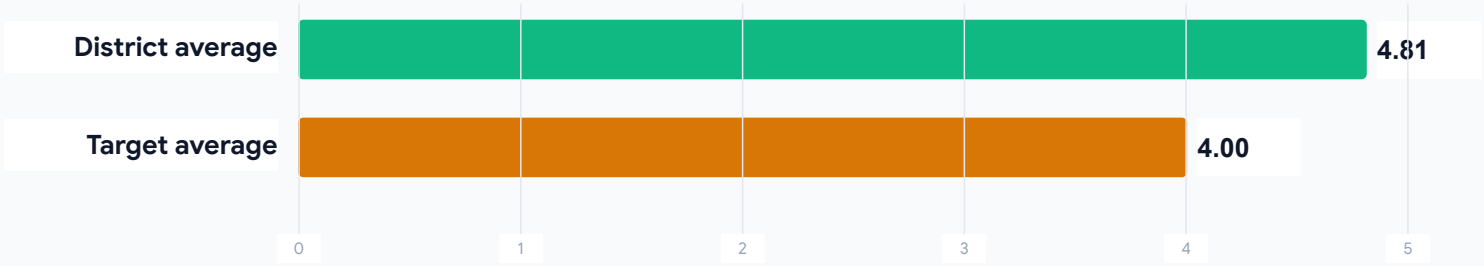
Districtwide Result: Question 6

Overall district result compared with the 4.00 agreement target

I feel like a valued member of the Pattonville School District community.

4.81
District average

4.00
Target average



District result is 0.81 points above the target.

Certified Staff Evaluation Process Updates

Pillar 01

Targeted Growth Indicator

Focused Growth Model

Tenured teachers now maintain one focused growth indicator in place annually, allowing deeper, more meaningful professional practice rather than divided goals.

Pillar 02

Student Learning Alignment

Evidence of Impact

Tenured staff must submit supplementary student growth data if their chosen indicator does not directly address student learning, ensuring direct classroom impact.

Pillar 03

Summative Evaluation Cycle

Multi-Year Fidelity

Comprehensive formal summative evaluations are completed at least once every three years. HR coordinates annually with administrators to ensure evaluation fidelity.

District Leadership Capacity Development

Strengthening skills, cross-departmental collaboration, and peer mentorship across district staff

System Administrator Leadership

13 Participants • 2 Sessions

- Met two times throughout the school year.
- Focused on collaborative learning on AI and creating systems that intertwine via the various departments.

Support Staff Leadership

Program began July 2022

62 participants from various departments.

- 7 Pattonville Employees who have moved different jobs or into leadership roles outside of the district.
- Continued Focus Cross-departmental collaboration and peer mentoring.

Office Professionals

40-50 Participants • 2 Sessions

- Met twice annually with one summer and one winter session.
- Summer Session: District-wide policy updates & customer service.

Grow Your Own Teacher Pathways

We officially have three clubs again at both middles and the high School

- Heights has 3 students
- Holman has 2 students
- Pattonville High School 36 students

High School Education and Teaching

- 21 total students in class each did a structured job shadow program.

PHS Annual Recruiting Event

- Annual district event sharing direct information about education careers, certification, and district opportunities.
- Spoke to more than 100 students.

Launched New University Series to Classroom Series

- December 2026
- Additional days in Spring 2027



Guest Educator Program Growth & Support

192

Active Guest Educators

Professional Development & Training

Hosted comprehensive professional development session to open the 2026-2027 school year, including required active shooter safety training for all guest educators.

Support All Substitute Needs as Necessary

In addition to filling certified staff needs on a daily and weekly basis, substitute assistance is also provided for Pattonville paraprofessional positions and SSD needs on a regular basis.

Independent District Oversight

Proud to remain one of the few St. Louis County districts maintaining localized, internal management of active guest educators rather than outsourcing to third-party agencies.

Strategic HR Focus Areas (2027-2028)

PRIORITY 01 • Recruit Highly Effective Staff Members

Proactively expand targeted recruitment across diverse educator prep programs, regional career fairs, and specialized candidate pipelines.

PRIORITY 02 • Rigorous Selection & Recommendation

Interview, vet, and recommend top-tier certified and support staff members aligned with Pattonville high pedagogical and community standards.

PRIORITY 03 • Develop Internal Leadership Capacity

Continue tailored leadership cohorts across administrators, support personnel, and office professionals to prepare future district leaders.

PRIORITY 04 • Grow Teaching Pathways for Students

Scale Grow Your Own efforts from middle school awareness to high school cadet teaching and collegiate scholarship mentoring.