



CHATHAM

COUNTY SCHOOLS

STAFFING UPDATE

BOARD OF EDUCATION RETREAT
JANUARY 11, 2022



2018-2021 RESIGNATION TRENDS

JUNE-DECEMBER

POSITION	2018-2019	2019-2020	2020-2021	2021-2022
Teachers	85	95	83	99
IAs	20	17	16	37
Custodians	13	10	4	11
School Nutrition	9	11	9	13
Principals	3	0	1	1
APs	1	2	0	2
Directors	1	1	0	2
Other	12	13	10	22
Total	144	149	123	187



2018-2021 RETIREMENT TRENDS

JUNE-DECEMBER

POSITION	2018-2019	2019-2020	2020-2021	2021-2022
Teachers	9	22	14	13
IAs	6	4	5	8
Custodians	2	3	1	1
School Nutrition	4	3	3	6
Principals	1	0	0	0
APs	0	0	0	1
Directors	0	0	0	1
Other	7	2	2	5
Total	29	34	25	35



BEGINNING TEACHER TRENDS

YEAR	BT 1	BT 2	BT 3	TOTAL
2018-2019	38	23	28	89
2019-2020	28	38	20	86
2020-2021	46	22	37	105
2021-2022	51	29	19	99



TEACHER LICENSURE TYPE COMPARISONS BY YEAR

YEAR	PERMIT TO TEACH	EMERGENCY LICENSE	RESIDENCY OR LATERAL ENTRY LICENSE
2019-2020	5	16	25
2020-2021	14	7	32
2021-2022	18	16	28



VACANCIES BY ROLE

Role	Vacancies
Administrative Assistant	1
Coordinator	1
Counselor	1
Custodian	6
Data Manager	1
Director	2
Instructional Assistant	23
Instructional Program Facilitator (IPF)	2
Instructional Support	5
Parent Liaison	1
School Nutrition Assistant	11
School Nutrition Manager	7
Specialist	1
Speech Pathologist	3
Teacher - Elementary	12
Teacher - High School	4
Teacher - Middle	5
Transportation	2
Grand Total	88



VACANCIES BY LEVEL/POSITION

Position	District Level	Elementary School	High School	K-8	Middle School	Grand Total
Administrative Assistant	1					1
Coordinator	1					1
Counselor		1				1
Custodian		2	1	1	2	6
Director	2					2
IA	1	10	5	4	2	22
IPF	2					2
Instructional Support	1	1		1	2	5
Mechanic	1					1
Parent Liaison	1					1
School Nutrition Assistant		2	1	6	2	11
School Nutrition Manager		2	2	2	1	7
Specialist	1					1
Speech Pathologist	3					3
Teacher	1	10	4	5	2	22
Grand Total	15	28	13	19	11	88



RECRUITMENT INITIATIVES

Hiring Bonuses

Certified Positions= \$3,500

Classified Positions= \$1,500

Competitive Local Supplement

Career Fairs

(2) Virtual District Hiring Events

Multiple Outside Hiring Events

Student Teacher Collaborations

“CHOOSE CHATHAM” Informations Sessions

\$1000 Interest-Free Loan

Partnerships with companies to hire international teachers



RETENTION INITIATIVES

Hiring Bonus Employment Commitment

Tuition Reimbursement Program

Competitive Local Supplement

High-Quality Support and PD

- *New Teacher Support Program*
- *Nationally-Recognized Trainers*

Self-Care Options

- *Employee Assistance Program*
- *Monthly Virtual Self Care PD*



RECOGNITION OPPORTUNITIES

Current Practices

Beginning Teacher of the Year

Bus Driver of the Year

Equity Champion

Instructional Assistant of the Year

Principal of the Year

Teacher of the Year

Under Development

Assistant Principal of the Year

Recognition opportunities for Innovative Instruction and Exceptional
Employment Contributions

Establishment of an ad hoc team to identify additional recognition strategies



