

Human Capital Report for November 2017

Resignation Data

There have been 142 resignations during this reporting period.

Teacher Resignations	17
----------------------	----

Teacher Resignation Reasons	
Other/Personal	7
Another Position	1
Professional Improvement	1
Leaving Profession	1
Contract Not Accepted	1
Spouse Transfer	1

Involuntary Non Teacher Resignations	3
Involuntary Teacher Resignations	2
Teacher Retirements	5

Hiring and Posting Data

To date we have 55 teacher positions posted for the 2017-2018 school year. This is in comparison to 105 positions that were posted this time last year.

Total Vacancies to be Filled (As of 10/24/2017)	55
New Vacancies Posted	11
New Teachers Hired (As of 10/24/2017)	8

We have an estimate of 7,000 certified teachers with 55 vacancies that equates to 99% staffed district-wide.

Teacher Postings	
Interrelated	24
MOID/SPID	5
World Language	2
Hearing Impaired	1
Regular Education	23

Total	55
--------------	-----------

To address the special education vacancies, we have reached out to staffing agencies and designated an individual in HCM to specifically hire special education teachers.

Additionally, we are inviting current paraprofessionals to our Pathway to Teaching Hiring Event to recruit individuals that qualify for a provisional certificate in Special Education. The hiring event is scheduled for October 26, 2017.

HCM will also be inviting winter 2017 Teacher graduates to a hiring event to be held on December 11, 2017. We will be targeting December graduates to include our current Student Teachers.

Title One Postings

Title One positions are supplemental and based on the school's student achievement data. The Title One teachers are classified as class reduction teachers and are above and beyond the District's allotted teachers based on FTE. These teachers will be utilized to decrease overall class size in requested schools that meet the Federal Program requirements.

- 4 Teacher Postings in comparison to 15 teacher postings reported during the November 2016 Board Report
- 7 Academic Coach Postings

This would bring us to a total of 59 teacher postings

Current Administrator Vacancies include:

- Druid Hills High School – Principal
- Livsey Elementary School - Principal

School Nurse Recruitment

We currently have 13 nurse postings that need to be filled for the 2017-2018 school year.

Nurse Postings	
High School	7
Middle School	4
Elementary School	2
Current Total	13

To address the nurse vacancies, HCM has solicited referrals from current nurses, reached out to staffing agencies, and posted part-time nurse positions to encourage job sharing.

Data Clerks

- There are 4 data clerk positions currently posted.