

BOARD MEMO

Date: October 20, 2022

For ACTION

For INFORMATION

Board Agenda: Yes

No

FROM: Margaret Browne, Director of Recruitment & Retention

THROUGH: Melanie Kay-Wyatt, Ed.D., Interim Superintendent

TO: The Honorable Meagan L. Alderton, Chair, and
Members of the Alexandria City School Board

TOPIC: Recruitment Update

ACPS 2025 STRATEGIC PLAN GOAL:

Goal 1: Systemic Alignment

Goal 2: Instructional Excellence

Goal 3: Student Accessibility and Support

Goal 4: Strategic Resource Allocation

Goal 5: Family and Community Engagement

SY 2022-2023 FOCUS AREA:

Staff Wellness and Growth

Strategic Plan Implementation

FY 2023 BUDGET PRIORITY:

Special Instruction Evaluation Implementation as a part of the Strategic Plan

Staff Evaluations

SUMMARY:

In a challenging recruitment year, ACPS will continue to commit to creative, dynamic, and diversity-focused recruitment strategies and events to bring in top talent to our schools. To do so, the Human Resources division is committed to strengthening existing university and professional organization partnerships and to greatly increase the number of partners to create direct pipelines to our applicant pool.

The Recruitment Team is working to schedule a robust Spring 2023 fair schedule, beginning in November 2022 and running through the start of SY 22-23. As with the prior year, we will be attending a large number of events with a focus on HBCUs and LatinX organizations. This continues to demonstrate our commitment to establishing connections with potential applicants across Virginia and around the world.

To commit applicants to ACPS early in the hiring season, HR will provide early offers to particularly strong candidates. We will maintain engagement with the full applicant pool through ongoing communications, including newsletters, email announcements, and the offering of informational

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sessions with key ACPS staff.

The usage of general applicant pools, in contrast to the prior practice of implementing position specific postings, will greatly increase the number and quality of applicants that are committed to every and all ACPS schools and district vision. This will provide a larger number of applicants for school leaders to interview and consider for hire.

Lastly, the Recruitment team will be participating in ongoing training on recruitment best practices, including job fair preparation, norming on ACPS pitch language, and establishing candidate connections.

BACKGROUND:

Given the global narrative around education and declining education program enrollment, the ACPS Recruitment Team is finalizing a recruitment plan that increases connections with partners and universities, commits applicants to ACPS earlier, and collaborates more strategically with school leaders as thought partners to dramatically reduce vacancy rates.

RECOMMENDATION:

The Superintendent recommends that the School Board review the updated to APCS Recruitment Plan.

IMPACT:

These focus areas will result in an increased number and quality of applicants, despite the current challenges posed within the education recruitment sector, as well as establish ACPS as a superior partner to universities, programs, and organizations to offer employment opportunities to their members.

ATTACHMENTS:

None

CONTACT:

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