



# Staffing Update

October 5, 2023  
School Board Meeting





# Essential Questions

- Where do our vacancies lie, and in which divisions and areas are we targeting?
- What key initiatives are we implementing to resolve outstanding staffing issues?
- What is our total compensation package and how does it compare to neighboring divisions?
- What are our strategies to use vacancies and other funding sources to best allocate positions and staff, and what are the implications on the budget process?



# Key Recruitment Wins

- Nearly 20% increase (271 vs 229) in Licensed hires and 54% increase (94 vs 61) in Support hires by 9/15
- Streamlined suitability processes (fingerprinting and CPS)
- Significantly increased marketing and advertising mediums, including radio spots, WMATA buses and depots, educational magazines, local and national news stories
- Recruitment videos
- 13 specialized internal hiring and interview events
- 40 external recruitment fairs attended in the 2023 Recruitment season
- Launch of the ACPS-GWU Special Education Residency program



# Current Vacancies

## Central Office (Full Time)

Licensed	Non-Licensed
10	44

## School-Based (Full-Time)

Licensed	Non-Licensed
61	46



# Deep Dive: Transportation

- 17 total vacancies
- 15 Bus Drivers
- Implementation of “Transportation Open House” events: 2 in SY 22-23
- Continuation of incentive payments, both for recruitment and retention
- Focus for media marketing and grassroots initiatives
- Increased staffing and onboarding support for incoming new hires



# Deep Dive: Transportation Compensation

- Beginning in FY 2021, salaries increased an additional 4.64% annually for 3 years
- Step increases (avg. 2.63%)
- Division-wide MRAs (avg. 2.50%)
- Approximately a 10% increase for 3 consecutive years
- Annual recruitment and retention bonuses
- We continue to analyze market data to attract and retain bus drivers and all Transportation staff



# SY 23-24 Recruitment Strategy and Focus

- Earliest start to external (October) and internal (September) recruitment events
- Collaboration with school leaders, more regular strategy meetings
- Focus on career switcher marketing- associations, employment groups, military organizations
- Increased grassroots marketing for support roles
- Push for student teacher and intern hiring
- Increased specialized interview events
- Roll out of large-scale national marketing campaigns
- Execution of international recruitment events and partnerships



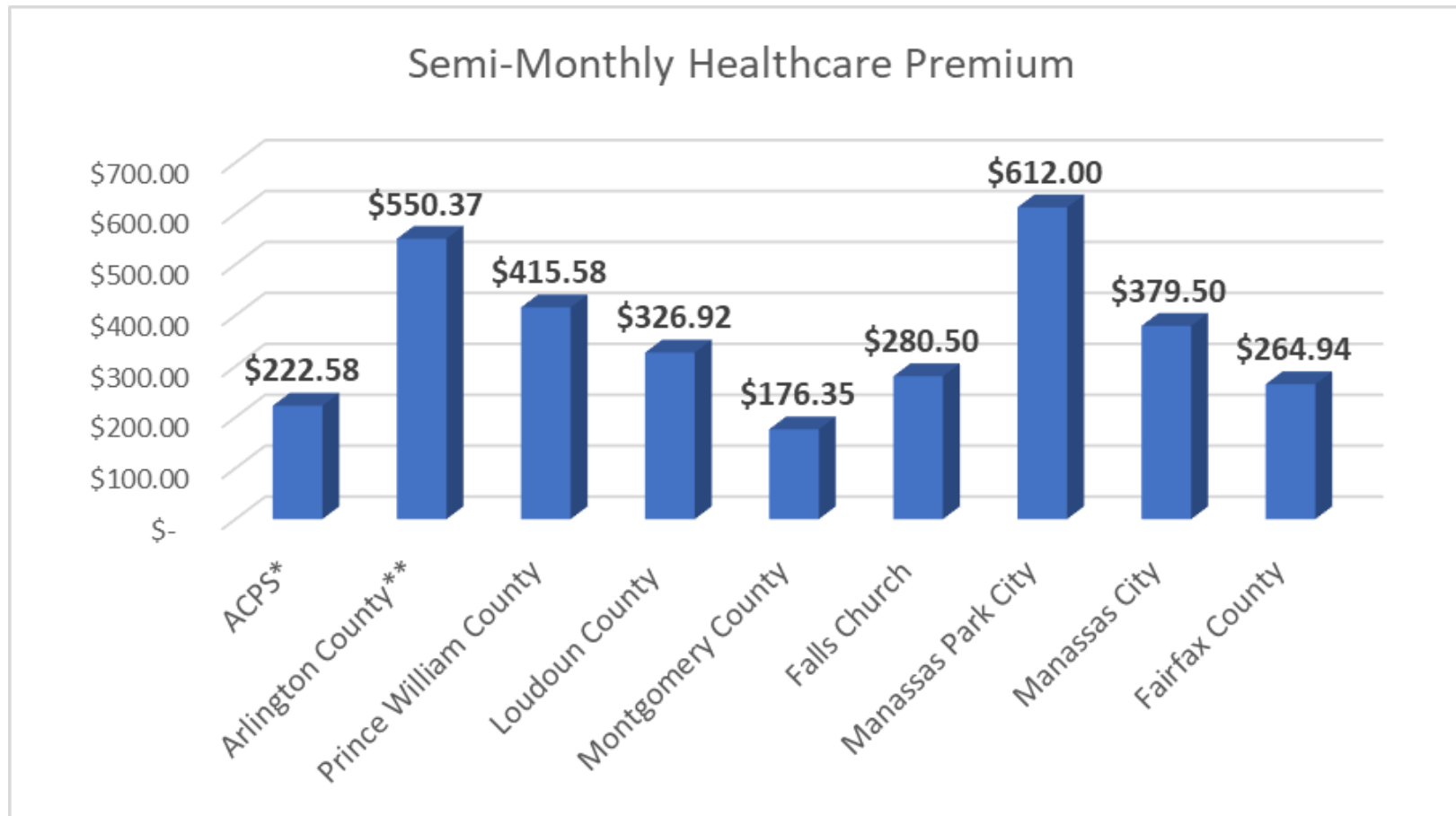
# Total Compensation Package Overview

- Premiums at neighboring school divisions range from 25-47%
  - \* ACPS Support staff pay 10%
  - \* ACPS all other staff pay 20%
- Paying a smaller percentage of the cost of healthcare results in a significant impact on take-home pay for ACPS employees
- Hold steps were removed to eliminate wage stagnation at the higher end of the salary scale
- An additional step is awarded to special education staff upon hire





# Benefit Premium Comparison





# Market Competitiveness - Teacher Pay

- Segal's competitive assessment of ACPS teacher pay relative to 5 neighboring school divisions:
  - Pay rates for both Master's & Master's +30 lead the market when compared to the northern Virginia average
  - ACPS ranks 1st or 2nd on all salary data points for Masters and beyond spanning beginning, middle and top ranges of the salary scale
  - Our Bachelor's pay lane ranks first or second throughout the middle of the scale, and ranks in the middle third for entry-level and top of scale



# Ongoing Efforts - Budget Season and Beyond

- Analyze vacancies to determine the best use for ACPS programmatic needs
- Reflect on potential budget decisions to improve student outcomes
- Review of staff allocation based on divisional needs
- Support school leaders in conversations with staff subject to potential reassignment
- Collaborate closely with school leaders, along with Finance and Enrollment Committee members in staffing planning meetings, prior to, during, and after budget season



# Questions?

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