

Ms. Maria Teresa Rojas, Board Member

SUBJECT: RECRUITING AND RETAINING TEMPORARY INSTRUCTORS

COMMITTEE: PERSONNEL SERVICES AND STUDENT/SCHOOL SUPPORT

LINK TO STRATEGIC

BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS, AND STAFF

Many school districts throughout the nation are facing a substitute shortage and continue to struggle to find qualified candidates to fill in for absent instructional staff. Others are losing qualified substitutes to full-time jobs as the economy continues to recover. Current research on "substitute teaching" suggests several findings related to the recruitment and retention of substitute teachers. Training connected to best instructional techniques and classroom management are effective methods of attracting and keeping substitute teachers. Active hiring procedures which give school districts a better chance to select the best available candidates have proven to be successful.

Some suggestions administration might consider include the following:

- Recruit and retain a cohort of temporary instructors for fragile schools.
- Seek partnerships with local colleges and universities by recruiting students who may want to work in our schools.
- Seek other partnerships with institutions of higher learning to develop programs which may provide college credit for students working in our schools.

Miami-Dade County Public Schools Office of Human Capital continues to seek creative ways to attract and retain temporary instructors. The School Board should commend them for doing their very best to ensure that schools have an adequate pool of temporary instructors. However, it is also important to realize that Miami-Dade County Public Schools, like most school districts in the nation, is facing a shortage of temporary instructors. We must support the Superintendent and his administration in this endeavor in order to guarantee the instructional and safety needs of our schools are met.

This item has been reviewed and approved by the School Board Attorney's office as to form and legal sufficiency.

ACTION PROPOSED BY

MS. MARIA TERESA ROJAS: That The School Board of Miami-Dade County, Florida, authorize the Superintendent to provide a status report about the District's plan to recruit and retain temporary instructors by the March 15, 2017, School Board Meeting.