

Ms. Maria Teresa Rojas, Chair

**SUBJECT: MIAMI-DADE COUNTY PUBLIC SCHOOLS TEMPORARY INSTRUCTORS TASK FORCE - RECRUITMENT, ENGAGEMENT, AND RETENTION**

**COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT**

**LINK TO STRATEGIC PLAN: INFORMED, ENGAGED, & EMPOWERED STAKEHOLDERS**

During the past five years, Miami-Dade County Public Schools (M-DCPS) has been addressing a new education staffing crisis which has intensified during the past two years. Recruitment, engagement, and retention of temporary instructors is a challenge being felt more and more across M-DCPS. Some of the recruitment efforts the District has implemented have been successful, however, temporary instructors may not necessarily engage and accept the assignments, locations, or classes that need coverage.

By far, the most common tactic schools are employing when there is no temporary instructor available to cover a class is to ask other employees, especially those who teach special area courses to take on the additional responsibility. Unfilled temporary instructor vacancies daily cause interruption to instruction and affect student learning.

The temporary instructors staffing shortages have the most significant impact on already-challenged schools with high-needs and economically disadvantaged learners. The Superintendent and staff from the Office of Human Capital have actively created and implemented different avenues to attract and retain temporary instructors. The School Board has also taken action to address the staffing shortage with temporary instructors. At the School Board meeting of July 24, 2019, former School Board Member Dr. Martin Karp proffered Agenda Item H-5, *Temporary Instructors*, in order to continue the conversation and the evaluation of the current process for the hiring and development of temporary instructors. This conversation and possible actions were also addressed by Board Member Mari Tere Rojas when she sponsored Agenda Item H-9, *Recruiting and Retaining Temporary Instructors*, at the Board Meeting of January 25, 2017. Both staff follow-up memorandums regarding these two items included a number of actions and strategies to be implemented, and while some have been successful, we are now at a critical time where the school district may be facing a staffing crisis for temporary instructors.

This agenda item seeks to direct the Superintendent of Schools to establish a Temporary Instructors Task Force to review current practices, analyze the current research, review successful practices that may be implemented in other school districts and other items to be determined by the task force and provide a report of the findings at the Personnel, Student, School & Community Support Committee meeting of May 10, 2023. The Chair of this Task Force

should be appointed by the Superintendent of Schools and membership should include a representative from the United Teachers of Dade; a representative from School Operations; a Region Superintendent; a Region Director for Personnel; designated staff from Human Capital; a school principal, an assistant principal, and a teacher from each level, elementary, K-8, middle school, and senior high school; substitute locators from each level, elementary, K-8, middle school, and senior high school; and other member as identified by the Superintendent of Schools.

This item has been reviewed and approved by the General Counsel's Office as to form and legal sufficiency,

**ACTION PROPOSED BY CHAIR**

**MS. MARIA TERESA ROJAS:** That The School Board of Miami-Dade County, Florida, authorize the Superintendent of Schools to:

1. establish a Temporary Instructors Task Force to review current practices, analyze the current research, review successful practices that may be implemented in other school districts, and other items to be determined by the task force;
2. appoint the membership of the Task Force to include a representative from the United Teachers of Dade; a representative from School Operations; a Region Superintendent; a Region Director for Personnel; designated staff from Human Capital; a school principal, an assistant principal, a teacher from each level, elementary, K-8, middle school, and senior high school; substitute locators from each level, elementary, K-8, middle school, and senior high school; and other member as identified by the Superintendent of Schools;
3. appoint the Chair of the Task Force; and
4. provide a report of the Task Force findings at the Personnel, Student, School & Community Support Committee meeting of May 10, 2023