

A copy of the recruitment plan and any related materials. USP Section IV.K(1)(c)

Appendix 28

Recruitment/Retention Plan 2011-2012
Tracey McGhee, Senior Coordinator – Recruitment & Retention

The plan is outlined by the purpose/goal with strategies to achieve the stated goals.

Purpose/Goal

1. To recruit and retain educators who are highly qualified and appropriately certified, represent a variety of diverse backgrounds and cultures, and are competent and ready to teach, engage, and challenge our present and future learners. To commit to a fair and equitable hiring process with emphasis on increasing a diverse staff. (revised under De seg order)
 - a. Board Policy – Revising board policy to support recruitment/retention goals
 - b. Grow Our own –
 - i. Tuition Reimbursement – Intern Certification
 - ii. “Make the Move” general education teachers moving to special education
 - iii. “Spring Cleaning” enticing certified special education not currently in special education to return to special education.
 - c. National Exposure (print and web)
 - i. Teachers of Color (print and web)
 1. Teach.gov (web)
 - ii. Teachers-Teachers (web)
 - iii. Want to Teach (web)
 - iv. Career Media Solutions –HBCU (print and web)
 - v. American Association for Employment in Education
 1. Education America (web)
 - vi. Various college/university career center postings
 - vii. Recruitment trips to identified universities/colleges and conferences
 1. Spring schedule to be presented/approved in January 2012
 - d. Virtual Recruiting
 - e. Incentives
 - i. Identify critical need areas by the spring of each year (SPED, Math, Chemistry, Physics)
 - ii. Identify hard-to-staff schools
 - iii. Moving stipends in accordance with federal guidelines (for those recruited via the recruiter)

2. The ethnic/racial diversity of TUSD's certified staff will increase to more closely reflect student ethnic/racial background.
 - a. Through national exposure (print and web), the applicant pools will become more diverse
 - i. Teachers of Color (print and web)
 1. Teach.gov (web)
 - ii. Teachers-Teachers (web)
 - iii. Want to Teach (web)
 - iv. Career Media Solutions –HBCU (print and web) (paid)
 - v. American Association for Employment in Education
 1. Education America (web)
 - vi. Various college/university career center postings
 - vii. Recruitment trips to targets rich population areas of the country with strong teacher preparation programs
3. The number of highly qualified African-American and Hispanic teacher hires will increase
 - a. Track the numbers of new hires to determine percentage which are African-American and/or Hispanic
 - b. Advertising/marketing on national level will increase the diversity of the applicant pool
 - c. Recruitment trips to targeted rich population areas of the country with strong teacher preparation programs
4. TUSD will have new relationships with key colleges and universities outside of Arizona and will have stronger relationships with in-state colleges and universities.
 - a. Student Teaching placement: University of Arizona, University of Arizona South, Teach Arizona, Pima Community College, Northern Arizona University, Grand Canyon College, Rio Salado College, University of Phoenix, Arizona State University, Prescott College
5. TUSD will have an increased teacher recruiting presence on the national level by utilizing web and print mediums.
 - a. Teachers of Color (print and web)
 - i. Teach.gov (web)
 - b. Teachers-Teachers (web)
 - c. Want to Teach (web)
 - d. Career Media Solutions –HBCU (print and web)
 - e. American Association for Employment in Education
 - i. Education America (web)
6. TUSD will have productive partnerships with local companies.
 - a. Tucson Values Teachers
 - b. Re-establish connection with Raytheon

- c. Local Chamber of Commerce (Metropolitan, Black, Hispanic)
 - d. Pima One Stop
 - e. DMAFB
7. The community will be engaged in taking responsibility for recruitment/retention efforts via participation in TUSD Recruitment Advisory Committee.
- a. Recruitment Advisory Committee
 - b. Tucson Values Teachers

| Tucson Unified School DISTRICT Recruitment Schedule- Spring of 2012 | | | | |
|---|------------------|-------------------|------------------------|---------------|
| Teacher/Educational Fair | Location | Date | COST | Unempl. Rates |
| Baylor University | Waco Tx | 3/6/2012 | \$50.00 | 8.40% |
| Cal State San Bernadino | San Bernadino Ca | 3/7/12 | \$200 | 11.70% |
| New York: Central /Rochester | New York | 3/26-3/30 2012 | \$ 125 for each site | 7.90% |
| Nashville Area Teacher | Nashville,Tenn | 2/14/12 | \$ 200. 00 | 9.60% |
| CSU Dominguez | Long beach , Ca | 4/20/12 | \$150.00 | 11.70% |
| New Mexico State | New Mexico | 4/23 & 4/24, 2012 | \$375 both days | 6.60% |
| University of NM | New Mexico | 4/25/12 | \$275.00 | 6.60% |
| Eastern New Mexico | New Mexico | 4/27/12 | no listed | 6.60% |
| U of A Educational Career | Tucson | 4/26/12 | \$150.00 | 8.10% |
| UCLA | Los Angeles, Ca | 5/2/12 | \$625.00 | 11.70% |
| San Jose State | San Jose , Ca | April 10th | \$250.00 | 11.70% |
| University of Michigan- Teacher Recruitment Days | Michigan | April 10th | \$ 175.00 for 2 reps | 10.60% |
| Northern ILL, ISU, EIU and Northeaster Ill Univ | Illinois | 2/27-3/1/12 | \$175 for each college | 10.10% |
| University of Missouri | Missouri | 4/13/12 | not listed | 8.50% |
| NAU | Flagstaff, AZ | 3/7/12 | \$230.00 | 8.10% |

| Tucson Unified School District Recruitment Schedule- Fall of 2012-2013 | | | |
|--|---------------------|-------------|-------------------------|
| Teacher/Educational Fair | City/State | Date | COST |
| Grambling State Teacher fair | Louisiana | 11/2/2012 | \$225.00 |
| University of Texas at Austin | Austin, TX | 11/7/2012 | \$115.00 |
| Education Career fair Texas A & M | College Station, TX | 11/12/2012 | \$200.00 |
| Texas Tech University | Lubbock, TX | 11/13/2012 | \$100.00 |
| California University State Bakersfield | California | 2/6/2013 | \$125.00 |
| Moorehouse University/SPELLMAN | Atlanta Georgia | 2/7/2013 | \$325.00 |
| Nashville | Tenn. | 2/12/2013 | \$200.00 |
| Northern Ill Educators Fair | Illinois | 2/25/2013 | \$175.00 |
| Northeastern | Illinois | 2/26/2013 | \$175.00 |
| Eastern Illinois | Illinois | 2/27/2013 | \$175.00 |
| Illinois State Univ | Illinois | 2/28/2013 | \$175.00 |
| Northern AZ University | Flagstaff, AZ | 3/7/2013 | \$230.00 |
| Sacramento State | Sacramento Calif | 3/13/2013 | \$275.00 |
| Tuskegee University | Tuskegee, AL | 3/21/2013 | \$325.00 |
| San Diego State University | San Diego, Ca | 3/28/13 | \$225 |
| Teacher Recruitment Consortium | Ohio | 4/8-4-12/13 | \$225@5 |
| Western Michigan | Kalamazoo, MI | 4/15/13 | \$175.00 |
| Eastern Michigan | Ypsilanti, MI | 4/16/13 | \$175.00 |
| Michigan State University | East Lansing, MI | 4/17/13 | \$175.00 |
| Central Michigan University | Pleasant, MI | 4/18/13 | \$175.00 |
| University of New Mexico | Albuquerque, NM | 22-Apr-13 | \$275.00 |
| New Mexico State University | Las Cruces, NM | 23-Apr-13 | \$275.00 |
| University of AZ | Tucson, AZ | 26-Apr-13 | \$150.00 |

| First Name | Last Name | Title | Ethnicity | Affiliation | Phone | Email |
|------------|--------------|--|-------------------------------|------------------------|--------------|--|
| Tsuru | Bailey-Jones | Dir. Asian Pacific American Student Services | African American | TUSD | 520-225-6556 | tsuru.baileyjones@tusd1.org |
| Jimmy | Hart | Dir. African American Student Services | African American | TUSD | 520-225-6546 | jimmy.hart@tusd1.org |
| Maria | Figueroa | Dir. Mexican American Student Services | Hispanic | TUSD | 520-225-6229 | martin.acre@tusd1.org |
| Roxanne | Begay-James | Dir. Native American Student Services | American Indian/Alaska Native | TUSD | 520-908-3905 | Roxanne.Begay@tusd1.org |
| Dr. Albert | Gonzalez | Assistant Coordinator | Hispanic | TUSD | 520-626-2001 | agonzale@email.arizona.edu |
| Dr. Maria | Nahmias | Adjunct Associate Professor | unknown | TUSD | 520-621-0935 | mnahmias@u.arizona.edu |
| Brain | Nelson | Program Manager Education | Anglo | Pima CC | 520-206-6584 | bnelson@pima.edu |
| Annette | Leyva | Coordinator Pascua Yaqui | unknown | Pasqua Yaqui | 520-883-5058 | Annette.B.Leyava@pascuayaqui |
| Jacquelyn | Jackson | Executive Director | unknown | Tucson Values Teachers | 520-327-7619 | jjackson@tucsonvaluesteachers.org |
| Frieda | Baker | Community Member | unknown | | 520-790-0943 | fiten4kidz@aol.com |
| Ross | Iwamoto | Community Member | Asian | | 520-744-7250 | marross@comcast.net |
| Margaret | Chaney | SPED Teacher | African American | TEA | 225-5000 | margaret.Chaney@tusd1.org |
| Dan | Ireland | SPED Teacher | Anglo | TEA | 232-5600 | Dan.Ireland@tusd1.org |
| Francis | Banales | TEA Vice President | Hispanic | TEA | 232-7700 | Frances.Banales@arizonaaea.org |
| Lorraine | McPherson | Exceptional Education | Anglo | TUSD | 520-225-6140 | lorraine.mcpherson@tusd1.org |



1010 E. 10th Street
Tucson, AZ 85719

Box 40400

Human n: (520) 225-6008
Fax: (520) 798-8683
www.tusd1.org

TUSD Recruitment Advisory Committee
Monday, April 29, 2013
4:30-5:30PM
Blue room- Morrow Education Center

Agenda

- **Welcome and Introductions**
- **Purpose:** To recruit and retain 21st Century educators who are highly qualified, represent a variety of ethnic/racial backgrounds and cultures, and are capable and ready to teach to the 21st century learner. To commit to a fair and equitable process with emphasis on increasing African American and Hispanic staff.
- **Goal:** To provide all students with access to effective teachers and principals through equitable distribution and quality professional learning.
- **Recruitment & Retention Strategies:**
 - National Advertisements (print and web)
 - Grow our Own "Make the Move"
 - U of A South (twice a year I speak to student teachers)
 - Tucson Relocation Guide
 - AZ Daily Star
 - DMAFB- Job listing sent on weekly basis, speaking to the transitioning soldiers who are separating or retiring.
 - U of A (Main Campus Education dept)
 - U of A Recruitment and Retention of Mathematics Teachers
 - NAU
 - ASU
 - Tucson Asian Chamber of Commerce
 - Hispanic Chamber of Commerce
 - Tucson Black Chamber of Commerce
 - AZ Education Employment Board

Spring Travel for 2013

Alabama
California
Nashville Tenn.
New Mexico
Michigan
Ohio
Illinois
Washington DC
AZ

Notice of Nondiscrimination

Tucson Unified School District does not discriminate on the basis of race, color, national origin, gender, sexual orientation, age, religion, or disability in admission or access to, or treatment or employment in its educational programs or activities.

TUSD RECRUITMENT ADVISORY COMMITTEE

APRIL 29, 2013

OVERVIEW NOTES

In Attendance: Pam Palmo, Tsuru Bailey-Jones, Ross Iwamoto, Jimmy Hart

Invited by did not attend: Maria Figueroa, Roxanne Begay-James, Dr. Gonzalez, Maria Nahmias, Brian Nelson, Annette Leyva, Jacquelyn Jackson, Frieda Baker, Margaret Chaney, Dan Ireland, Francis Banales, and Lorraine McPherson

The below agenda items were discussed in the last meeting of SY 2012-2013

1. What are the short-term and long-term goals of TUSD recruitment? For example, how many teachers and administrators are you planning on hiring and over what period of time? This should be broken down for the minority teachers/administrators also?

- To hire 3 to 5 minority teachers/administrators for SY 2013-2014
- To establish an advertising venue plan that includes print, electronic, media professional associations, job fairs, and job opportunity outreach for K12 student teachers and include venues that specifically reach out to those employee markets specifically identified in the USP.
- Recruitment for SY 2013-2014 was expanded to colleges and universities with racial/ethnic relevant diversity in the general exceptional K12 education programs (even though the majority of students may be Anglo).
- For SY 2013-2014 there is discussion to provide opportunities for HBCU's student teachers through an internship/temp hourly format.

2. What is the breakdown of minority students at TUSD vs. minority teachers/administrators of the same ethnicities?

See Chart A

3. What was the goal last year and how did we do? In light of the success or lack thereof, are we still hopeful that we are doing the right thing toward recruiting?

See Market Analysis Chart

4. What are the recruiting issues that need to be discussed?

- Working on a TUSD re-branding ad for the AZ Daily Star
- Would like help with creating community/district mentors for welcome groups

5. Does the Post Unitary Status Plan impact your effort in recruitment and in what way? Do any expenses or funding come from the TUSD Desegregation effort?

Deseg provides funding for advertising, in state and out of state recruiting to HBCU's and HACU's or highly diverse populated areas.

1.6 Staff Outreach and Recruitment:

IV.C.1.-3

1. The goal is to recruit and retain educators who are highly qualified and appropriately certified, represent a variety of diverse backgrounds and cultures, and are competent and ready to teach, engage, and challenge our present and future learners.
2. Outside labor Analysis was completed and reviewed by Special Masters in April.
3. The development and implementation of the recruitment and retention plan will include how to increase African American and Latino administrators and certified staff through: “growing our own”, national advertising through print, web publications, and periodicals’ that target diversity, virtual recruiting, recruitment events that target a diverse population and incentives.
 - a. The district recruiter Recruitment and Retention Advisory committee shall implement the recruitment and retention plan by July 2013. This plan will address any and all disparities identified in the Labor Market analysis and project the actions, implementation and reporting.
 - i. Nationwide recruiter strategy includes increasing African American and Hispanic staff by attending education fairs to HBCU’s and HACU’s universities and colleges as well as highly populated diverse areas.

For the 2012-2013 SY HBCU’s: Grambling/SPELLMAN/Clark-Atlanta, Tuskegee University, and Howard University.

For the 2012-2013 SY HACU’s: Sacramento State University, University of New Mexico, and San Diego State University.

ii. There is no current process for hiring retirees.

iii. The district recruiter is interested in building partnerships locally and nationally to promote TUSD. I have received interest from several HBCU’s in creating a partnership for math and science. In this discussion we have mentioned creating a program where students would travel to Tucson to conduct their student teaching. The students in turn would get a feel for teaching in a diverse district and get a feel for the community and may be more open to accepting positions out of state.

iv. In the interest of promoting the opportunities of TUSD my plan is to visit ethnically diverse departments (African American Studies, Hispanic Studies) departments in the local colleges and universities and inform them about opportunities for teaching in the District.

v. Through several of the Recruitment Advisory Committee meetings we have discussed the need for our paraprofessionals and the opportunities of pursuing certification. There is a program that we could partner with through ASU called I Teach AZ. It is a grant that offers a variety of programming across the state of Arizona. I Teach AZ offers a program that leads to a bachelor’s degree in elementary education/special education within 24 months.

1.10 AA/Latino Retention Plan:

1. TUSD will provide a Recruitment and Retention plan that adopts the measures intended to increase retention of African American and Latino administrators and certified staff.

a. Evaluating disparities in the attrition of African American and Latino Administrators or certified staff compared to other ethnic groups is on going and will be assessed.

b. An anonymous online survey can be created to survey results by race, ethnicity, and school site to assess teachers overall job satisfaction and their interest in continuing to work for the District.

c. Focus groups were established in October/November of 2012 for first time teachers and new teachers to TUSD. The focus groups were created, in elementary, middle and high schools to provide the district get feedback and insight from our teachers.