



PO Box 40400
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Human Resources Department/Benefits

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www.tusd1.org

Overview Recruitment/Retention Advisory Committee
March 29, 2013
4:30-5:30pm
Blue Room

❖ Introductions and Welcome

Invited: Frank Larby, Jimmy Hart, Tsuru Bailey-Jones, Margaret Chaney, Murray Lewis, Frances Banales, Dan Ireland, Clarice Clash, Lorrane McPherson, Ross Iwamoto, Maria Nahmias, Brian Nelson, Roxanne Begay-James, Pam Palmo,

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

❖ The below questions were asked by a committee member at our last meeting:

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.

❖



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TUSD Recruitment Advisory Committee
October 22, 2013
4:30-5:30PM
Blue room- Morrow Education Center

Agenda

- **Introductions**
- **Welcome New Members**
- **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.
- Discuss Recruitment events for the Fall and Spring
- **New Items:**
 - Teacher focus group
 - Recruitment Tri-Fold
 - Welcome Groups:
- **Next Meetings:**
 - **December**
 - **March**
 - **May**



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TUSD Recruitment Advisory Committee
Thursday, December 12, 2013
4:00-5:30PM
Grey 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.
- **Review of Fall/Spring February- May 2012-2013 recruitment season:**
 - 177 were hired from the U of A
 - 79 hired from NAU
 - 19 were hired from ASU
 - 50 + resumes were reviewed from out of state recruitment fairs and 25 + applicants were phone screened. 6 letters of intent were offered in the areas of math, science and sped. One accepted, 3 declined due to other offers and 2 did not respond.
- **Recruitment schedule 2013-2014- attached**
- **2013-2014 recruitment thus far**
 - 79 were hired from U of A
 - 34 were hired from NAU
 - 6 were hired from ASU
- **Review Recruitment Flyer**
- **Review of Recruitment and Retention Plan- Sam Brown**
- **Recruitment Fair at TUSD**

Students Teachers from U of A, NAU and ASU were invited to participate in our job fair on November 21st. We provided 15 letters of intent in the following schools (see flyer)
- **New Recruitment /Retention Strategies/Advertisements:**
 - National Association of African American Studies and Affiliates (Hispanic, Pan Asian, Native American)



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- University of Phoenix(partnership)
- U of A Sarah Gonzales - Program Coordinator who coordinates and develops programming across all of the cultural centers.
- AZ Teacher Housing Grants

Next Meetings:

February
April
May



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TUSD Recruitment Advisory Committee

May 28, 2014

4:00-5:00PM

Grey room- Morrow Education Center

Agenda

- **Welcome**
- **TUSD recruitment table**
- **Review of Recruitment Venues: 15 letters of intent were issued in the following States:**
 - **Chicago Ill Mar 2014- 3 letters of intent issued**
 - **Pueblo Co April 2014 - 3 letters of intent issued**
 - **Portland Oregon April 2014- 3 letters of intent issued, 2 accepted**
 - **University of AZ April 2014- 6 letters of intent issued, 5 accepted**
- **Next Meeting September**
 - **Review of new digital display**
 - **New recruitment flyer**
 - **Focus Group Results**
 - **Discuss new aspects of Advisory Committee**
 - **Recruitment page on our website(testimonials)**



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2013-2014 RECRUITMENT / RETENTION ADVISORY COMMITTEE				
First Name	Last Name	Title	Affiliation	Ethnicity
Jimmy	Hart	Dir. African American Student Services	TUSD	African American
Maria	Figueroa	Dir. Mexican American Student Services	TUSD	Hispanic
Brain	Nelson	Program Manager Education	Pima CC	Anglo
Frank	Armenta	Principal	TUSD/Cholla	Hispanic
Melissa	Molina-Garcia	AP Principal	TUSD/Doolen	Hispanic
Chris	Loya	Principal	TUSD/Marshall	Hispanic
Ross	Iwamoto	Community Member	Community	Asian
Margaret	Chaney	SPED Teacher	TEA	African American
Dan	Ireland	SPED Teacher	TEA	Anglo
Francis	Banales	TEA Vice President	TEA	Hispanic
Deanna	Campos	AP Principal	TUSD/McCorkle	Hispanic
Eugene	Butler	Acting SPED Director	TUSD/SPED	African American
Tolliver	Jason	Director	University of Arizoa	African American
Murray	Lewis	Gate Teacher	TUSD/Cavett	African American
Frank	Larby	Instructional Data Intervention Coordinator	TUSD	Anglo
Anna	Maiden	Chief Human Resource Officer	TUSD	Anglo
Leslie	Leon	Director	Hisp Chamber of Comm	Hispanic