



2024-25 Staffing Update

AJ Muttillo, Assistant Superintendent for Human Resources
Board of Education Work Session
September 17, 2024

Desired outcomes

Board members will gain an understanding of:

- Vacancy and hire data as of September 2024;
- Refreshed Careers website structure and features;
- Recruitment advertising efforts; and
- Additional ongoing recruitment programs.

Strategic Plan alignment

Strategic Priority



Essential Pillar and Aim

STAFF

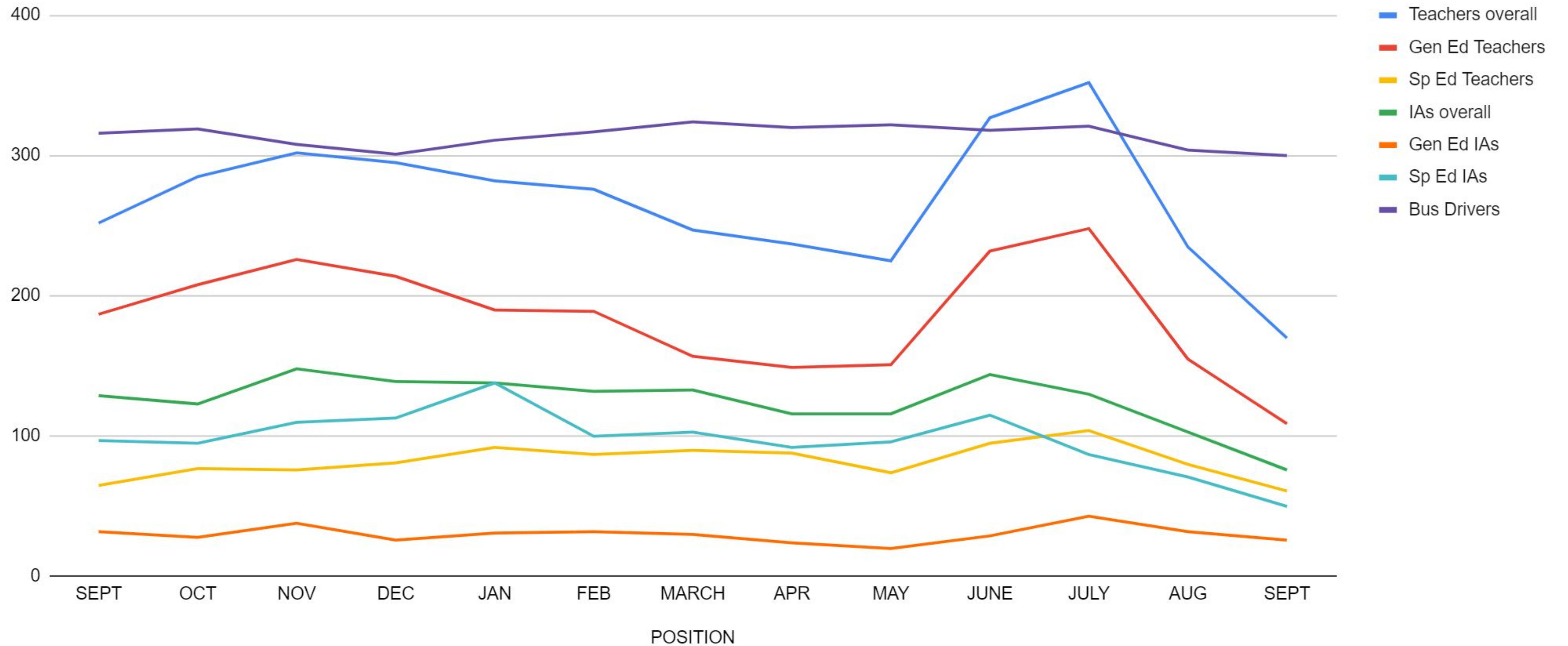
Aim 15 | Recruit, hire, develop, and retain diverse instructional and non-instructional staff.

Vacancy reporting - September 2024

Position Type	Vacant Positions	Fill rate	Change in vacant positions (Since Sept. 2023)
Teachers	170	98.55%	-82
General Education	109	98.93%	-78
Special Education	61	96.03%	-4
Instructional Assistants	76	97.37%	-53
General Education	26	97.99%	-6
Special Education	50	96.87%	-47
Bus Drivers	300	65.99%	-16

*Note this fill rate is based on a total of 881 driver positions, which is the number of drivers needed to provide an optimal level of service.

Vacancy totals by month - September 2023 to 2024



Hiring since July 1, 2024

Position	New Hires	Re-hires	Return Hires	Promotions	Total
Teachers	770	1,101	121	69	2,061
Instructional Assistants	187	76	38	10	309
All Employees	1,282	1,615	207	134	3,238

Recruitment efforts



Refreshed Careers site

Existing landing pages with interest forms and more changes to launch this month to make job posting information more accessible to all



Lead follow up

Recruiter outreach to guide candidates through application process and match applicants with positions



Recruitment advertising

Targeted campaigns using a variety of strategies for multiple position categories



Additional efforts

Future Teachers, Project LEADERS, job fairs and other efforts ensure we are recruiting high quality candidates

Refreshed Careers website

WAKE COUNTY PUBLIC SCHOOL SYSTEM

About Us What We Offer Career Areas Locations Events Talent Network Search Jobs

Keyword Location Search

TEACHER AND STAFF SUPPORT AND DEVELOPMENT

“I'm exploring my passions in education.”

REACH NEW HEIGHTS FROM HERE.

Education and growth are central to what our district stands for, and that includes many innovative and immersive programs that help all employees thrive. We offer an array of learning and development experiences for teachers, school leaders, administrative professionals and staff in other roles. We're committed to helping you to grow in your profession and offer outstanding resources to support you in your journey.

Comprehensive Onboarding
This virtual, video-based orientation program helps new employees learn about district policies, benefits, tools and resources. Special Education and Pre-K beginning teachers receive content area-specific mentoring services.

Professional Learning Days
Every year, a number of non-instructional days are set aside to help our teachers and instructional assistants enhance their practices through a wide choice of engaging in-person and online sessions. These sessions feature a collaborative culture with a focus on the interactions among teachers, students and content.

National Board Certification
We consistently rank among the highest number of National Board-certified teachers in the nation, thanks in part to the support we provide to candidates at every step of the process. More than 3,000 teachers have achieved this milestone while working in WCPSS. Our first-in-the-nation Beginner to Board-Certified program provides support to third-year teachers as they prepare to earn Board certification in their fourth year of teaching.

Beginning Teacher Support Program
The North Carolina Beginning Teacher Support Program (BTSP) has been enhanced in our district to provide continuous support to beginning teachers through one-on-one mentoring at the school level, as well as extensive assistance through school-level group meetings and staff development. Veteran teachers serve as mentors and provide coaching and support. The program also includes orientation, induction activities, monthly meetings and targeted training.

Professional Learning Communities
Professional Learning Communities (PLCs) at the school and district levels provide a structure in which teachers, assistant principals and principals connect, collaborate and access learning opportunities and support.

Online, On-demand Professional Development
Our internal online training catalog, Wake Learns, offers thousands of courses to employees at all levels, including a leadership curriculum.

- New content on culture, benefits, employee support and development and pathways to teaching and leadership
- Interest forms continue to collect information from potential applicants on pages targeting candidates for critical positions
- Search for jobs by keyword, location, job category
- Sign up for job alerts

Recruitment advertising

- Search and display
- Radio (local and streaming)
- Social media
- Sponsored job postings

New in 2024

- Email and text campaigns
- Trade publication advertising
- Special ed IA & school leader advertising
- TV advertising (bus drivers)
- LinkedIn



Leads to hires since February 2024

108

General Education Teachers

29

Special Education Teachers

124

Instructional Assistants (IAs)

12

Special Education IAs

85

Bus Drivers

Participate teachers



- **59** new teachers representing 15 countries in 2024-25
- **194** total international teachers working in 58 schools in 2024-25
- Certified to teach elementary, world language, ESL, and dual language courses

Future Teachers

- **44** WCPSS high school graduates joined Cohort 10 in May 2024
- **117** college students currently participating
- **75** Future Teachers accepted positions with WCPSS since 2019



Project LEADERS



The graphic features a central image of a teacher in a yellow shirt interacting with two young boys in a classroom. To the right of the image is the Wake County Public School System logo and the slogan "FROM HERE, ANYTHING IS POSSIBLE." Below the image, there is a paragraph describing the project's goals, a list of benefits for teachers, a QR code, and the text "APPLY TODAY!" followed by another image of a teacher and students working together.

WAKE COUNTY PUBLIC SCHOOL SYSTEM

FROM HERE, ANYTHING IS POSSIBLE.

Project LEADERS, funded by the Department of Education, aims to recruit, retain and develop diverse teachers and school leaders in identified schools to positively impact student achievement.

Teachers employed at Project LEADERS schools may be eligible for:

- Up to \$3,000 recruitment and retention bonuses
- Up to \$2,000 bonus for teachers who exceed growth
- Financial support for pursuing National Board Certification and Advanced Degrees per DPI requirements
- Tuition assistance and testing reimbursement for alternative licensure teachers
- Professional learning stipends

APPLY TODAY!

- Provides professional learning stipends, tuition assistance and performance bonuses for teachers and school leaders in **24** high-needs schools
- **133 new certified staff** hired since January 2024
- **40% decrease** in vacant teaching positions in these schools over September 2023 vacancy totals

Additional recruitment efforts

- 98 early contracts awarded
- 86 student teachers hired
- 26 university/college fairs
- 3 district job fairs
- 5 recruiter positions added to HR





Questions?