



WAKE COUNTY
PUBLIC SCHOOL SYSTEM

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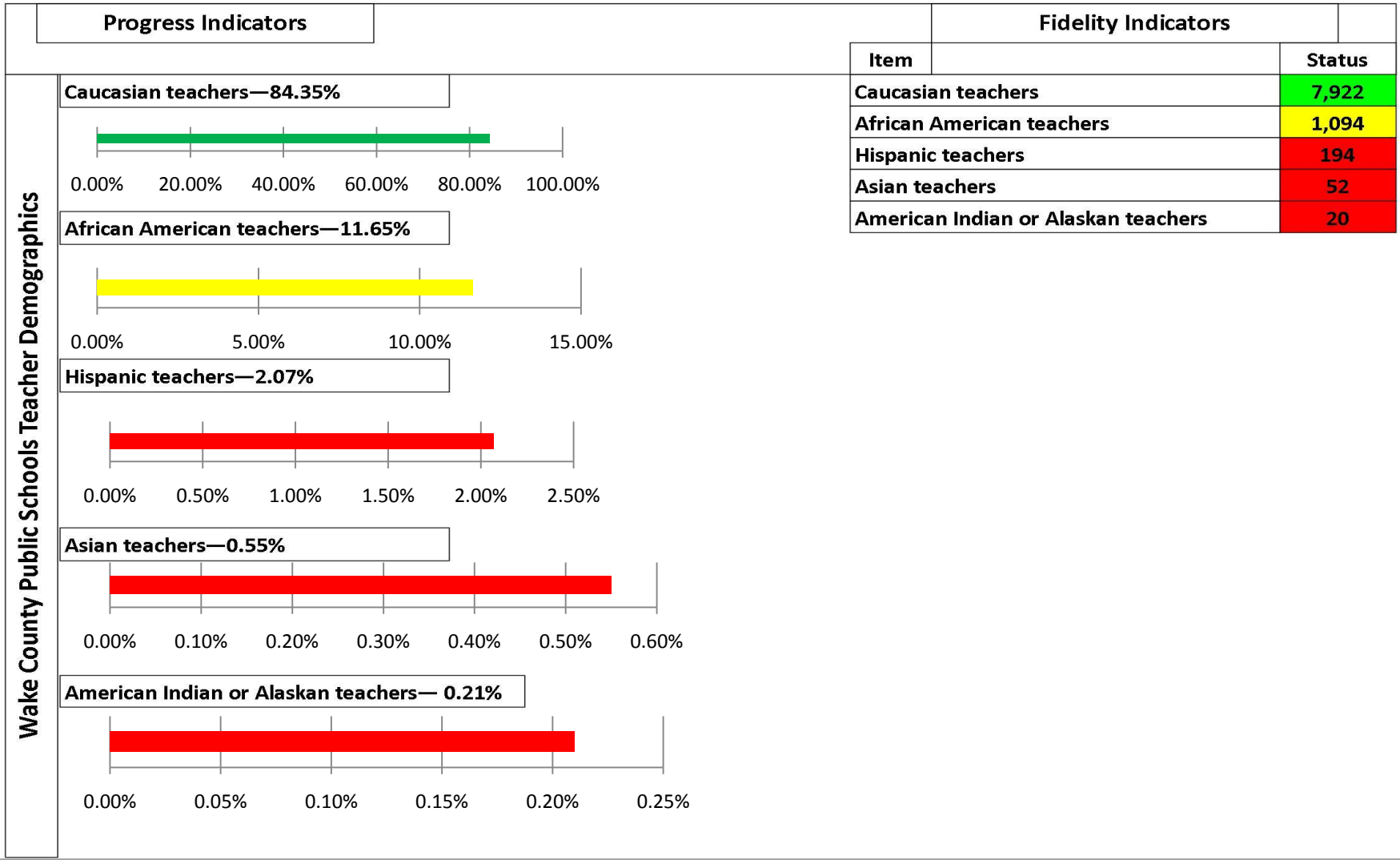
School STAT

Office of the Chief Business Officer

Human Resources

Thursday, March 24, 2011

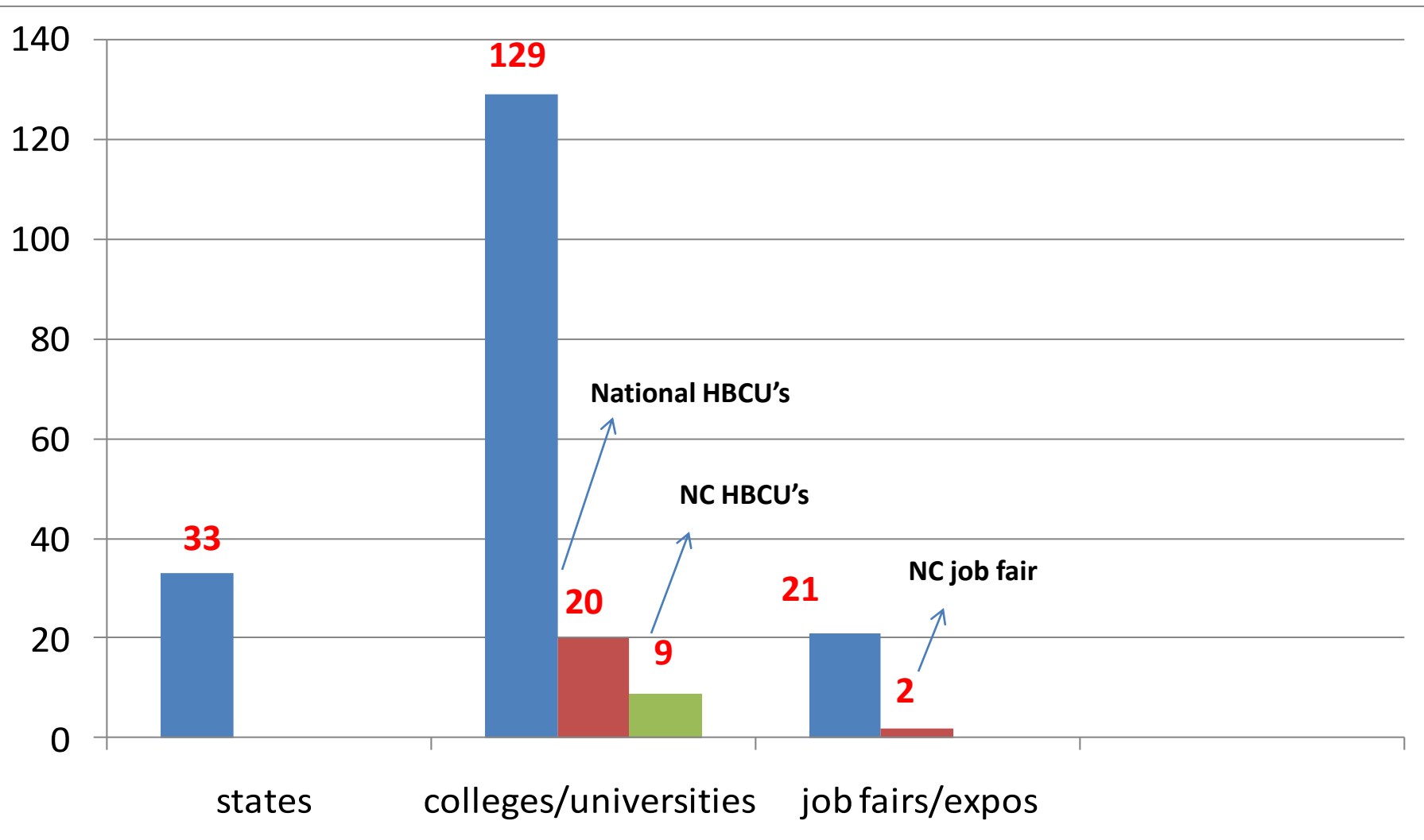
Scorecard



█ Benchmark Target
 █ On-track
 █ Of concern
 █ Off-track
 █ Not begun
 █ Proposed to remove

Recruitment by state

6, 209 hired by states - 3,137 from NC Colleges



Teaching hiring trends

	2010-11*	2009-10	2008-09	2007-08	2006-07	2005-06
Total Hires	1083	741	1272	1737	1681	1527
Beginning Teachers	504 (47%)	359 (48%)	664 (52%)	870 (50%)	891 (53%)	894 (57%)
Non Beginning Teachers	579 (53%)	382 (52%)	608 (48%)	867 (50%)	790 (47%)	633 (43%)
Females	904 (83%)	605 (82%)	1019 (80%)	1432 (82%)	N/A	N/A
Males	179 (17%)	136 (18%)	253 (20%)	305 (18%)	N/A	N/A
Minority	154 (14%)	106 (14%)	203 (16%)	N/A	N/A	N/A
Non-Minority	929 (86%)	635 (86%)	1069 (84%)	N/A	N/A	N/A
In-State	629 (58%)	425 (57%)	610 (48%)	730 (42%)	740 (44%)	672 (44%)
Out-of-State	454 (42%)	316 (43%)	662 (52%)	1007 (58%)	941 (56%)	855 (56%)

2010-2011 Student Demographics

Ethnicity	Total Number	Percentage
Hispanic or Latino	20,909	14.60%
American Indian or Alaskan	638	0.40%
Asian	8,644	6.00%
Black	35,494	24.80%
Caucasian	70,986	49.50%
Hawaiian or Pacific Islander	147	0.10%
Multi-Racial	6,471	4.50%
Totals	143,289	

Principal Demographics

2009-2010

Ethnicity	Female	Male	Total Numbers	Percentage
Hispanic or Latino	1	0	1	0.6%
American Indian or Alaskan Native	1	1	2	1.2%
Black	22	10	32	19.8%
White	72	55	127	78.4%
Totals	96 (59.3%)	66 (40.7)	162	

Principal Demographics

2010-2011

Ethnicity	Female	Male	Total Numbers	Percentage
Hispanic or Latino	1	0	1	0.6%
American Indian or Alaskan Native	1	1	2	1.2%
Black	25	9	34	20.9%
White	68 (58.3%)	58 (41.7%)	126	77.3%

2009-2010 Teacher Demographics

Ethnicity	Female	Male	Total Numbers	Percentage
Hispanic or Latino	122	34	156	1.68%
American Indian or Alaskan Native	16	4	20	0.22%
Asian	53	11	64	0.69%
Black	946	194	1,140	12.30%
Caucasian	6,390	1,484	7,874	84.93%
Hawaiian or Pacific Islander	5	2	7	0.08%
Multi-Racial	9	1	10	0.11%
Totals	7,541	1,730	9,271	

2010-2011 Teacher Demographics

Ethnicity	Female	Male	Total Number	Percentage
Hispanic or Latino	150	44	194	2.07%
American Indian or Alaskan	17	3	20	0.21%
Asian	41	11	52	0.55%
Black	904	190	1,094	11.65%
Caucasian	6,429	1,493	7,922	84.35%
Hawaiian or Pacific Islander	2	2	4	0.04%
Multi-Racial	85	21	106	1.13%
Totals	7,628	1,764	9,392	

February 2011 – Teacher Turnover Rate

School System	2009-10	2008-09	2007-08	2006-07
Wake County	10.74%	11.12%	11.67%	10.03%
Chapel Hill-Carrboro	Not Available	11.86%	14.84%	8.53%
Charlotte-Mecklenburg	Not Available	13.27%	14.57%	15.82%
Durham	Not Available	16.98%	17.38%	16.70%
Guilford	Not Available	12.87%	15.70%	13.33%
Johnston County	Not Available	12.42%	14.69%	15.23%
Winston-Salem/Forsythe	Not Available	10.73%	12.10%	10.12%
NC Average	Not Available	12.72%	13.85%	12.31%

Principal Turnover Rate

Four-Year Principal Turnover and Attrition Summary - February 2011

Analysis from February to February of each year

	<u>2007 to 2008</u>	<u>2008 to 2009</u>	<u>2009 to 2010</u>	<u>2010 to 2011</u>
Schools in Feb of baseline year	154	156	159	162
Not with WCPSS one year later	13	9	16	10
Turnover %	8.4%	5.8%	10.1%	6.2%
Resignation Reasons				
Interim principal - completed short term assignment	2	0	2	3
Retired	7	5	10	3
Resigned - Relocated	1	0	0	2
Resigned - to other NC LEA or other state agency	1	2	0	1
Resigned - health reasons	0	0	1	0
Resigned - other reasons	2	1	2	1
Resigned - family responsibilities	0	1	0	0
Deceased	0	0	1	0
- Total Resignations	13	9	16	10
Movement within WCPSS				
Principal at a different WCPSS school	5	2	19	3
Assistant Principal	0	3	1	0
Central Services Employee	2	4	0	1
Teacher	1	1	0	0
Workers Compensation	0	0	0	1
Educational Leave	0	0	0	1
- Total Movement within WCPSS	8	10	20	6

Principal Positions - 2011

School Name	Date	Number of Applicants
Heritage E S	Feb-11	18
Brentwood E S	Feb-11	18
Carroll M S	Jan-11	40
Wilburn E S	Feb-11	9
Barwell E S	Feb-11	12
Creech Road E S	Feb-11	10
Walnut Creek E S	Jan-11	41

National Recruitment

Active participation in regional and national teacher job fairs, prior to 2008

Hire data supports successful recruitment results

4,235 out-of-state teachers hired since 2005 (53% of all teacher hires)

Utilization of technology:

- www.teachers-teachers.com and www.EducationAmerica.net
- www.twitter.com/recruitwcpss
- Virtual job fairs through www.educationjobfairs.com
- Online resume sites at colleges and universities

Marketing and advertising in various print and electronic media with an emphasis on diversity recruitment

Student Teaching Program:

- Student teaching partnership with Slippery Rock University (PA)
- Host student teachers from various out-of-state universities annually

Attendance at conferences of nationally recognized professional organizations:

- American Association for Employment in Education (AAEE)
- Southeastern Association for Employment in Education (SAEE)
- New Teacher Symposium
- Model Teacher Consortium
- Great Teachers for Our City Schools National Summit

Cohort Programs

Although no formal cohorts exist between WCPSS and our local HBCU's, the district participates in numerous collaborations and informal partnerships with Shaw University, St. Augustine's College, and other minority-serving institutions. An overview of current Retention and Recruitment HBCU initiatives follows.

- WCPSS attends job fairs and career fairs at HBCU's annually, largely restricted to in-state events.
- Budget-driven travel restrictions have severely reduced participation at out-of-state HBCU recruiting events. Most recently, WCPSS recruitment has submitted proposals to recruit at Hampton University, Howard University, and Florida A&M University.
- WCPSS hosts student teachers and pre-service students from area HBCU's each semester.

School	Fall 2009	Spring 2010	Fall 2010*	Spring 2011
Elizabeth City State University	0	0	0	1
Fayetteville State University	0	0	1	0
NC A&T University	0	1	1	1
NC Central University	22	8	25	22
Shaw University	1	0	1	6
St. Augustine's College	1	4	29	26
Total by Semester	24	13	57	56

Hispanic Region Recruitment

State	2006-07	2007-08	2008-09	2009-10	2010-11	Total Hired by State
Arizona	10	17	16	4	17	64
California	23	33	26	6	14	102
Florida	73	64	32	17	21	207
New Mexico	2	1	1	2	1	7
Texas	12	19	10	5	12	58
Total Hired	118	133	84	32	64	438

Recruiting from other countries

The district does not support candidates' H1B Visas and has relied on the Visiting International Faculty Program (VIF) for international hires. In 2008-09, in response to a hiring freeze and budget cuts, the district effectively ended its collaboration with the VIF Program. Continued freezes, temporary, 30-day contracts, and budget shortfalls have not allowed this collaboration to be renewed.

Since 2005-06, the district has hired a total of 63 international teachers from 29 different countries.

The Global Schools Network program may allow more opportunities to recruit international teachers for the Global Gateway Schools magnet program. If this model is approved it would be a very attractive component in our national recruitment plan.

Issues

Issues that require action or addressing in the next:

Next 30 days	30-60 days	60-90 days
Transfer Fair-April 7 (Leesville Road High—3:30)	Present administrator contract renewal list to BOE-May 3	Fall 2011 student teacher paperwork due to HR-June 1
“Teacher of the Year” Reception-April 13 (NC Bar Association—6:30)	“Teacher Assistant” Banquet-May 6 (McKimmon Center—6:00)	Teacher non-renewal list presented to BOE-June 7
Peace College Advisory Council meeting-April 14 (Peace College—4:30)	“Teacher of the Year” Banquet-May 12 (Embassy Suites in Cary—6:00)	Tenure recommendation list presented to BOE-June 7
Gainey notify Mr. Tata of any non-renewals of administrator contracts-April 20	“NC Teaching Fellows Discovery Bus” visit to HR-May 16	“Hot Topics” forum in HR-June 15 (Crossroads II—10:00)
Tenure eligible list to BOE packet for May 3 BOE meeting-April 20	“Employee Excellence” recognition at BOE meeting-May 17	Staffing team works to place displaced teachers- <u>April through June</u>
Lateral Entry Information Fair-April 28 (Wake Tech—4:00)	Teacher non-renewal list to June 7 BOE packet-May 27	Onboard several hundred new teachers and support staff in preparation for the new school year
Transfer period ends-April 29	Tenure recommendation list to June 7 BOE packet-May 27	