



Recruiting and Retaining Quality Teachers

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How can we attract and retain qualified, quality teachers/staff?



Think abouts

- Across the board raises are (usually) part of our yearly budget
- Strategic/purposeful
- Align practices with values
- Barriers to coming or staying here
- Make sure to keep the good ones
- Innovative and competitive
- EVERY idea would be considered
- How can we sell this to our Board of Trustees????



Multiple Targeted Incentives/Stipends-professional staff

- Perfect attendance stipend for staff
- Gas stipends - outside of county
- Housing stipend for principals and athletic director
- 100% payment of health insurance (basic plan) for ALL staff
- Recruitment incentive for bringing in certified teachers
- Cell phone stipend for administrators
- Coaching stipends
- Christmas bonus - already doing
- Subject area stipends or Science, Math, English, Special Ed teachers-already doing
- Board recognition - yearly calendar
- Congratulatory emails and social media bragging



Supporting New Teachers

- Assigning mentor teachers to new teachers
- ESC support with planning and classroom management
- Frequent feedback from administrators
- Tiering teachers



Tier 1

Rockstars - we have got to keep these folks feeling fulfilled with a strong sense of purpose. We NEED for them to stay!



- Honor and value their practice-sending other teachers to observe them
- Campus leaders send purposeful positive notes/emails
- Allow these folks to share their practice at staff meetings
- Find opportunities for these folks to lead

Tier 2

Average - these folks are not always consistent

- Can move to Tier 1 or Tier 2 easily - critical tier
- Must be strategic with this group
- Feedback, support, validate to keep them engaged and growing
- Create opportunities for these folks to shine
- Celebrate their success



Tier 3

Folks who need to grow so they won't go

- Develop plan to grow these folks
- Be vigilant about supporting them
- Celebrate their growth
- Create opportunities for these folks to share their success



Supporting New Principals

- Weekly Principal Meetings
- Include in Ex. Staff Meetings weekly
- External mentoring
- External coaching
- Opportunity to share progress on goals at board meetings (LSG)
- Opportunities to network at the ESC level and at state level (conferences)
- Make SURE information flows in this order
 - Superintendent
 - Ex. Staff/Principals
 - School board - if this is information they need to know
 - District/Campus Staff
 - Parents/Community



Restructuring District Leadership-Begin with the End in Mind



Restructuring District Leadership - What do we value?

Our values:

- Empower
- Inspire
- Designing personalized learning experiences for staff
- All stakeholders
- Recognizing contributions of others
- Innovation





TOGETHER,
WE EMPOWER
ALL STUDENTS,
WITH P.R.I.D.E.



Pursuing
excellence
in all we do.



Recognizing the
contributions of all
stakeholders.



Innovating in the
classroom, on stage, in
the barn, on the courts
and on the field.



Designing instruction
to meet the needs of
ALL students.



Empowering students
to excel in college,
careers and/or the
military.

At Kenedy ISD,
we prepare students to be future-
ready by providing a safe and
empowering environment for learning,
and by designing personalized learning
experiences for all students and staff.

Restructuring District Leadership

Creating leadership opportunities for teacher leaders to lead, learn, share their practice and SHINE!



Coordinators - Instructional Services

GT

Textbooks

Bi/ESL

Early Childhood

Rtl

RMTS

Special Education

Parent and Family Engagement

CTE

Social Emotional Learning

Testing

Federal Programs (work with staff)

Dyslexia/504

Safety

The ULTIMATE Win/Win!

CAPACITY BUILDING



TRAINING



LEARN



KNOWLEDGE



SKILLS



COACHING



SUPPORT



DEVELOPMENT

The ULTIMATE Win/Win!



