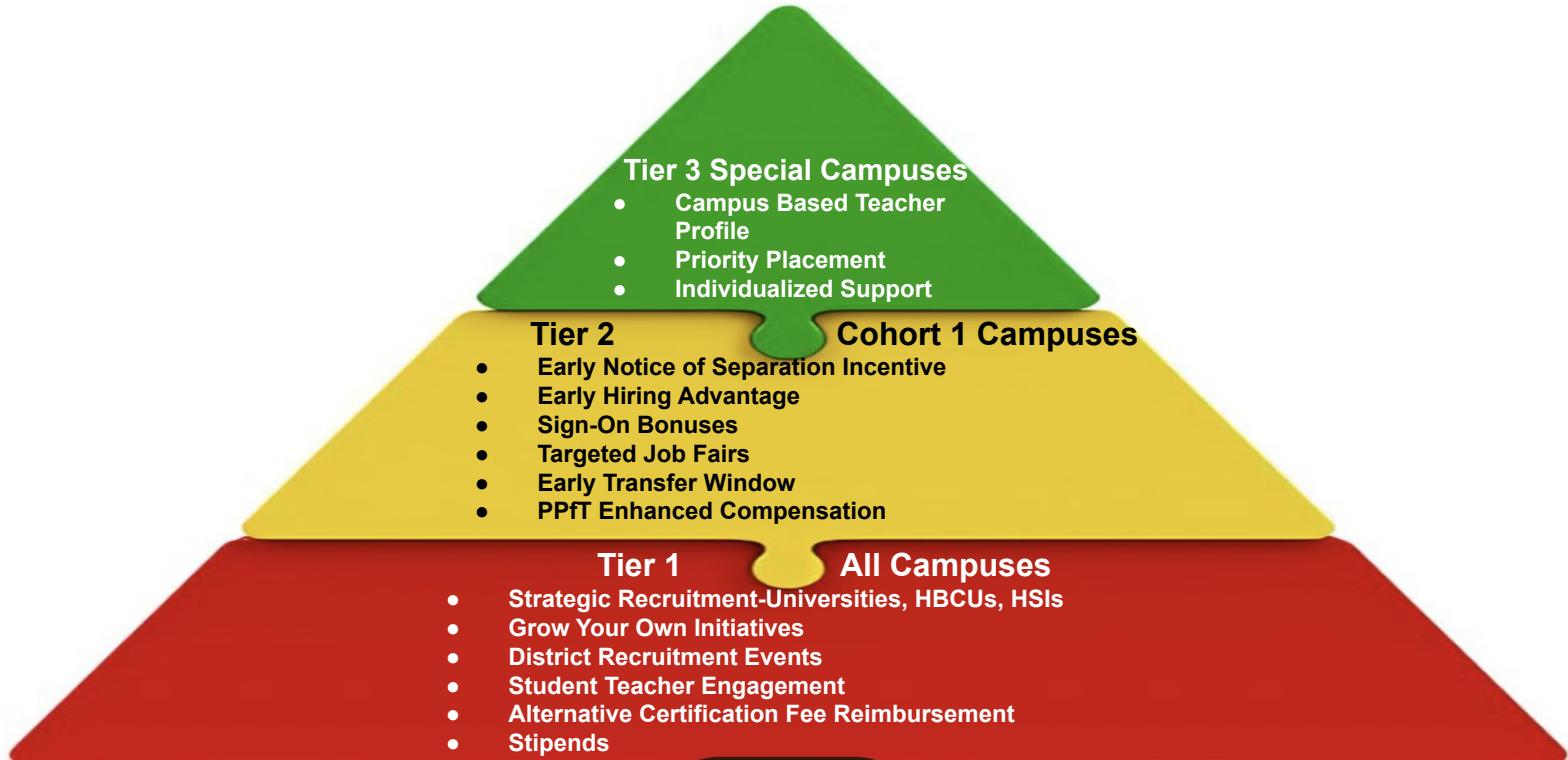




Austin ISD Successful Strategies

Norma Castillo, Executive Director of Staffing and Recruiting

Tiered Strategic Recruitment and Staffing



Early Notice of Separation Incentive

Who is eligible for the Early Notice of Separation Incentive?

Teachers employed full time at Cohort 1 campuses who submit early notice of resignation or retirement. The resignation or retirement **must be effective on the last duty day of the school year.**

What is the incentive?

Teachers who submit an Early Notice of Separation between:

- February 1 through February 28-\$500 incentive
- March 1 through March 31-\$400 incentive
- April 1 through April 15- \$300 incentive

How does it help the district?

We are able to post anticipated vacancies earlier than if teachers waited until the end of May to give notice giving us up to 4 additional months to recruit and hire. Hard to staff campuses are staffed earlier than other campuses.

Does it work?

During the 2021 school year, a total of 48 teachers took advantage of the incentive. 68.8% of the vacancies were filled by June 30. The total financial cost was: **\$21,500**

February: $29 \times \$500 = \$14,500$

March: $13 \times \$400 = \$5,200$

April: $6 \times 300 = \$1,800$



International Recruitment

- H1B Visa Sponsorship
- Visiting International Teacher Program Partnerships-J1 Visas
- District of Innovation-Out of Country Certification



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PLANTED



We are changing the narrative