

**2017-18 Opening of School Update**  
**Human Resources: Rick Ledwith**

**Recruitment Results – 2017-18 School Year**

This school year 46 new contracted teachers and 11 interim teachers joined the professional staff of the West Hartford Public Schools. In addition, 2 new administrators joined our leadership team.

The turnover rate was approximately 5.6%, compared to 5.5% last year and 6.1% the previous year. There was significant increase in retirements going from 19 last year to 27 this year. Exit interviews with teachers who resigned indicate a wide variety of reasons for leaving the district. Reasons are classified as follows:

	<b>2016-17</b>	<b>2015-16</b>	<b>2014-15</b>
<b>Retirement</b>	27	19	23
<b>Relocation out of state</b>	5	5	8
<b>Family</b>	5	4	7
<b>Teaching in state</b>	10	15	13
<b>Left teaching/Misc.</b>	4	6	3
<b>Turnover</b>	<b>5.6%</b>	<b>5.5%</b>	<b>6.1%</b>

***Highly Qualified Candidates***

These talented educators were selected from a candidate pool of approximately 2,000 applicants. Most of these candidates were the first choice of the hiring principal and department supervisor. 70% of these educators have a Master’s Degree or higher.

Our new colleagues bring a wide range of professional experiences and come from varied training and preparation programs. This talented group includes individuals with extensive teaching experiences in a variety of educational settings. Including prior experience in our district (21 of these teachers had prior experience in WH). Candidates include alternate route to certification participants and a wide range of college and university preparation programs. Again this year, a number of our new staff (6) are graduates of the West Hartford Public Schools.

Agenda Item:  
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### ***Orientation Program***

An orientation and staff induction program was held during the week of August 21st. Members of our district's leadership team, teaching and support staff, and students welcomed our new staff at an orientation workshop on August 24th. Individual school orientation programs were held prior to the opening of school on August 25th.

### ***Diversity of Professional Staff***

West Hartford Public Schools is sensitive and supportive of the need for diversity among our staff. The National Collaborative on Diversity in the Teaching Force found that increasing the percentage of teachers of color in classrooms:

- Is directly connected to closing the achievement gap
- Increases the number of diverse role models within the school
- Affords all students with the opportunity to learn about racial, ethnic and cultural diversity
- Enriches the learning of diverse students due to shared racial, ethnic and cultural identities
- Provides “cultural brokers” who help diverse students to navigate the school environment and culture while also increasing the involvement of other teachers and their students’ parents

The diversity of our new staff is approximately 22%, following consecutive years at 22% and 24%. There remains a gap between the diversity of our teaching staff and students, however, we continue to make strides as a district in terms of the diversity of our teacher and leadership team. We are confident that this will help us recruit a larger percentage of minority teachers over the next few years. The Human Resources Department, in collaboration with our Director of Continuing Education and Diversity Advancement, district administrators and teaching staff will continue to collaborate on a variety of strategies to continue to enhance the diversity of our teaching staff including the Future Educators of Diversity Program started two years ago and our association with the Historically Black College and University (HBCU) Career Center. This year we have allocated funds to attend a recruitment fair at a HBCU.