

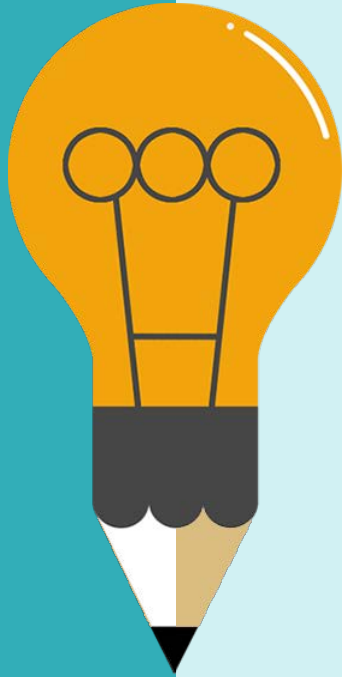
Bellevue Union School District

Recruitment and Staffing Update

November 15, 2022



Presentation Goals



1

Understand our current staffing needs and recruitment priorities

2

Understand the resources needed and available for recruitment

3

Understand the plan and timeline for recruitment

BUSD Goals to Support Our Students

Goal 1:

Increase Student Success and Support Student Learning

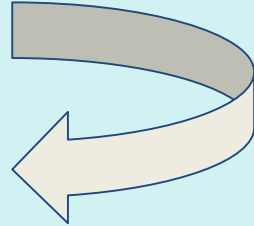
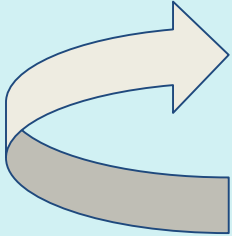
- ***Ensure quality learning for each and every student to reach their potential***



Goal 2:

Increase Connectedness, Involvement and Positive School Environments

- ***Ensure a positive and respectful school climate for students, staff and families which includes positive school cultures, safe, secure accessible and efficient classroom, facilities and grounds.***





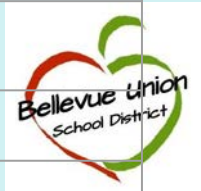
Our BUSD Recruiting “Why”





Current Staffing Data

	June 13-Sept. 13, 2022	Sept. 14-Nov. 15, 2022
Certificated Hires	18	3
Classified Hires	23	17
Substitutes Hired	14	26
Interviews	205	102
Offers Made	75	39
Change in Assignment	28	20
Leaves	6	2
Resignation	4	6
Retirement	1	0
Special Permits (PIP/STSP)	2	2
Certificated Vacancies	4	0
Classified Vacancies	1	5





Staff Longevity and Service



246 EMPLOYEES

Time in District	
Years	# OF STAFF
.2-3	126
4-10	47
11-17	39
18-24	17
25-30	4
31	1

Potential Retirement Age	
1	72
3	66-69
10	62-65
15	58-61
6	55-57

Staff Classification	
119	Classified
98	Certificated
2	Confidential
15	Administrators

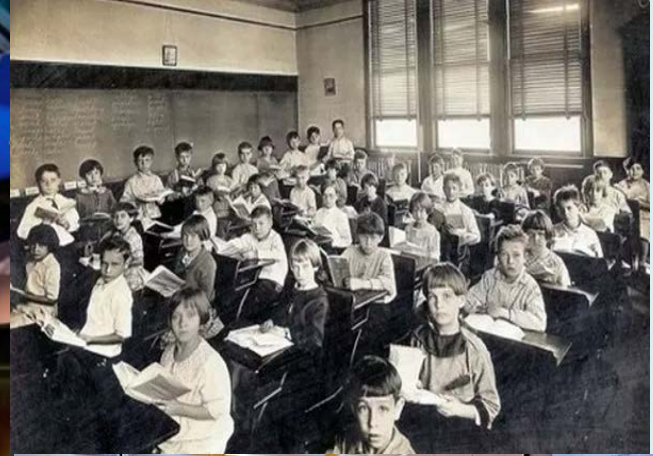


Absences Impact Staffing

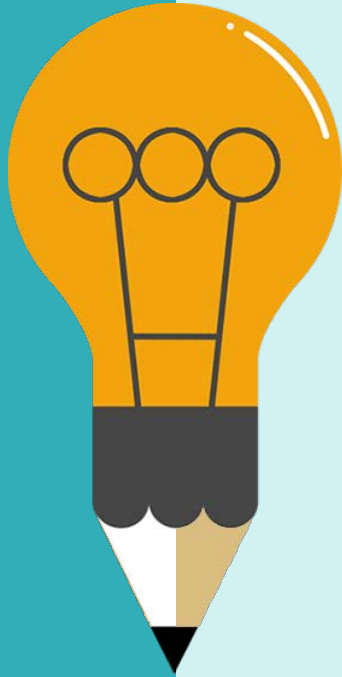
	Staff Absences 8-11-22 through 10-31-22
District	925
Bellevue	341
ELC	39
Kawana Springs	142
Meadow View	115
Taylor Mountain	248
Unfilled	156
Sick Leave	325
Personal Confidential	143
Unpaid Leave/FLMA	178



Changes in Recruitment and Staffing



Recruitment Priorities



01

**Address critical needs areas:
Special Education, Newcomer, Dual Immersion**

02

Plan for increased enrollment impacts

03

Staff who represent our students and community

04

Address prevailing wage and benefits

05

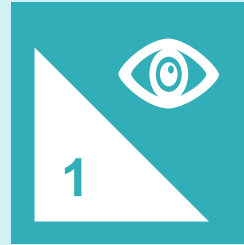
Flex and pivot for generational needs and goals

Factors Informing Recruitment

What is our context?

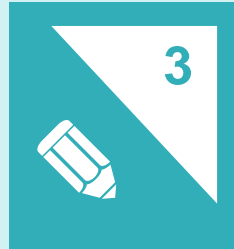
External Indicators

- How does the local community support our work?
- What are economic & market factors?



Support and Opportunities

- In what ways do people get what they need to grow professionally and personally?
- What are the systems that provide for people to try and fail?



Compensation/Cost of Living

- How are we competitive?
- How do we offer the whole package (economic, health, family) to live and thrive?

Reputation

- How do people think we add value?
- What is the “word on the street” and from within?
- How do we demonstrate a culture of innovation and equity?

Recruiting the Best

Quality First. Quality Always.

Invest and Nurture

- How are we supporting new hires beyond induction?
- How are we nurturing classified staff into teaching roles?
- How do we partner with our bargaining units to support our hiring needs?

Acquire

- What are our staffing timelines?
- How do we monitor?
- What is our process for offers?



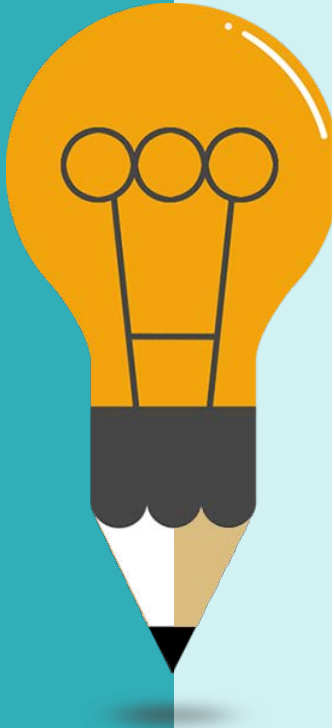
Teach

- What is our BUSD story?
- Does everyone share a commitment to “our “why” and our values?

Recruit

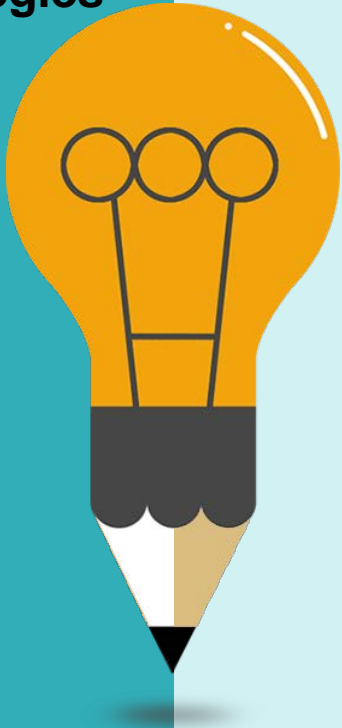
- How do we train all staff to know how to engage potential candidates?
- What capacity do we have in “time, talent, treasure” to recruit the best?

Recruitment Strategies



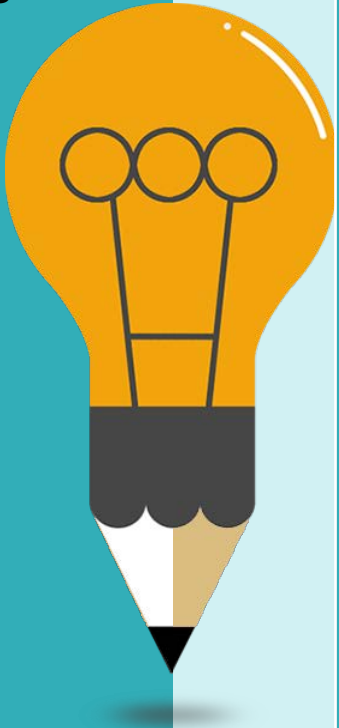
- Traditional recruitment (Ed Join, Linked In, Indeed, SSU/Handshake, etc.)
- Non-Traditional (Farmers Markets, Street Fairs, local Job Boards)
- Outreach to community stakeholders (Faith, Rotary, City Council, etc.)
- Job fairs (County Office, Workforce Development)
- “Everyone a recruiter” outreach
- “BUSDMe” Stories and “Ask Me About BUSD” t-shirts and buttons
- “BUSD Staff for a Day” events
- University Preparation programs
- Student Teachers/Interns
- Classified to Certificated

More Recruitment Strategies



- Open Houses/Site Visits for candidates
- Private sector applicants
- Reach out to candidates by teachers, principals, staff
- “Finder fees” for current staff to recruit
- Meeting Our Neighbors
- Social Media Platforms (Next Door)
- Accounts, FB, IG, Twitter, etc.)
- TV and Radio (NPR, Local, Spanish)
- Phone dialers and text messaging
- Bus and car wraps
- Jumbotron, Billboards, Movie screens

Even More Recruitment Strategies



- Signing bonuses (\$1,000-\$10,000)
- Tuition Assistance and Reimbursement
- Increased Masters/Doctoral Stipends
- Student Loan Forgiveness
- Work/Life Balance (Mindfulness and Wellness Opportunities)
- Employee Recognition Events and Ceremonies
- Increased Bilingual stipend
- Longevity Awards
- Core Value Recog.
- High Needs School salary additive (EL/SPED)
- Extended planning time for PROB hires
- Classroom environment stipend (\$1000-\$5000)
- Child care
- Housing
- Opportunity for voice and choice

Effective Staffing Processes

Making it Easier for Everyone

Step 4: Recruit and Retain Boarding

- Online process-fewer steps, less mess
- Real time progress check
- Identified “now, soon, later” supports, materials and training

Step 3: Job Offers

- “Contingent offers” in real time
- Recognized education, skill, and experience
- 72 hour turn around goal



Step 1: Accessible Applications

- Frontline Central
- Social media platforms
- Bilingual
- Requirements meet the needs of position (i.e. no resume for dishwasher position)

Step 2: Interview Process

- Integrated candidate information
- Group Interviews
- Scenario Based

Staffing Timelines

“Recruit widely, early and often.”

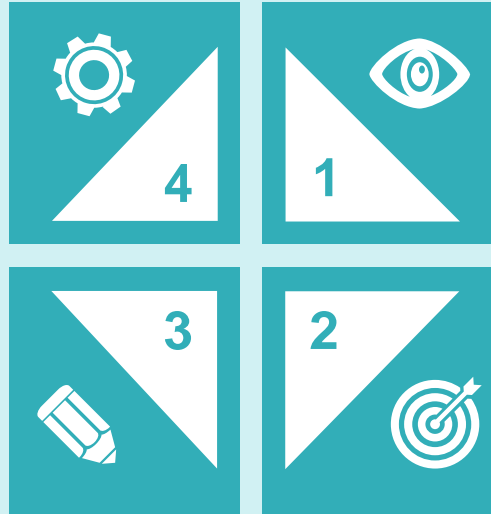
(July, August, September)

May/June

- May Revise
- Offers made
- Initial on-boarding
- Optional support and planning

March/April

- March 15 Notices
- Specific postings

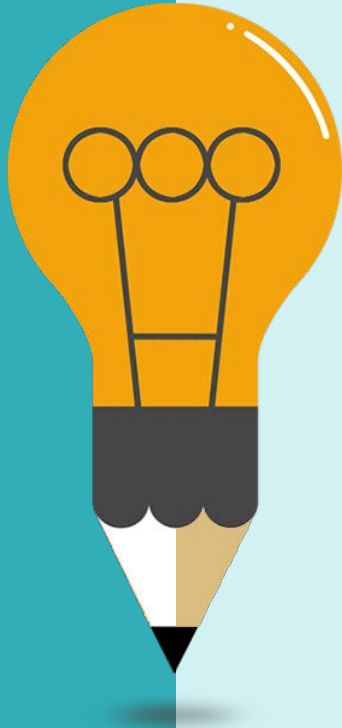


November/December

- Projections for next year
- Staffing meetings w/ principals
- Allocation distribution

January/February

- Early Offers
- Community Outreach
- Job and recruitment fairs



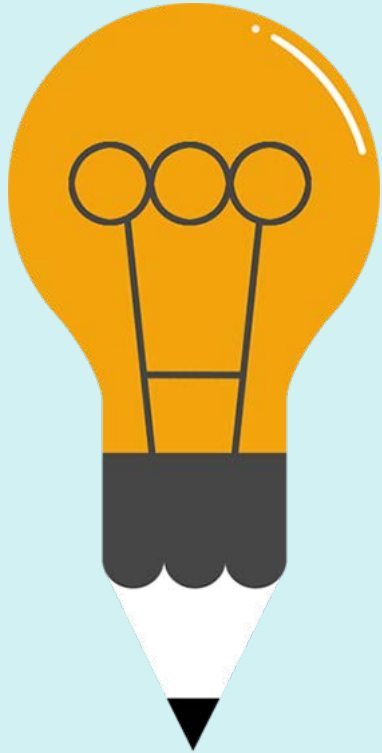
Next Steps:

1. Refine our marketing strategy focused on theme of “Small District/BIG opportunities”/”Make a ‘BIG Difference in a Small District: Join BUSD”
2. Ensure a competitive “Total Compensation” package for classified and certificated candidates
3. Identify staff who will help recruit; train on recruitment strategies
4. Create and produce recruitment materials



Our BUSD Staffing “Why”





Questions and Comments

