

# Current Employees/ New Hire Report

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2016-17

\*Classified /Certified Data as of 5/29/16 through 10/1/16

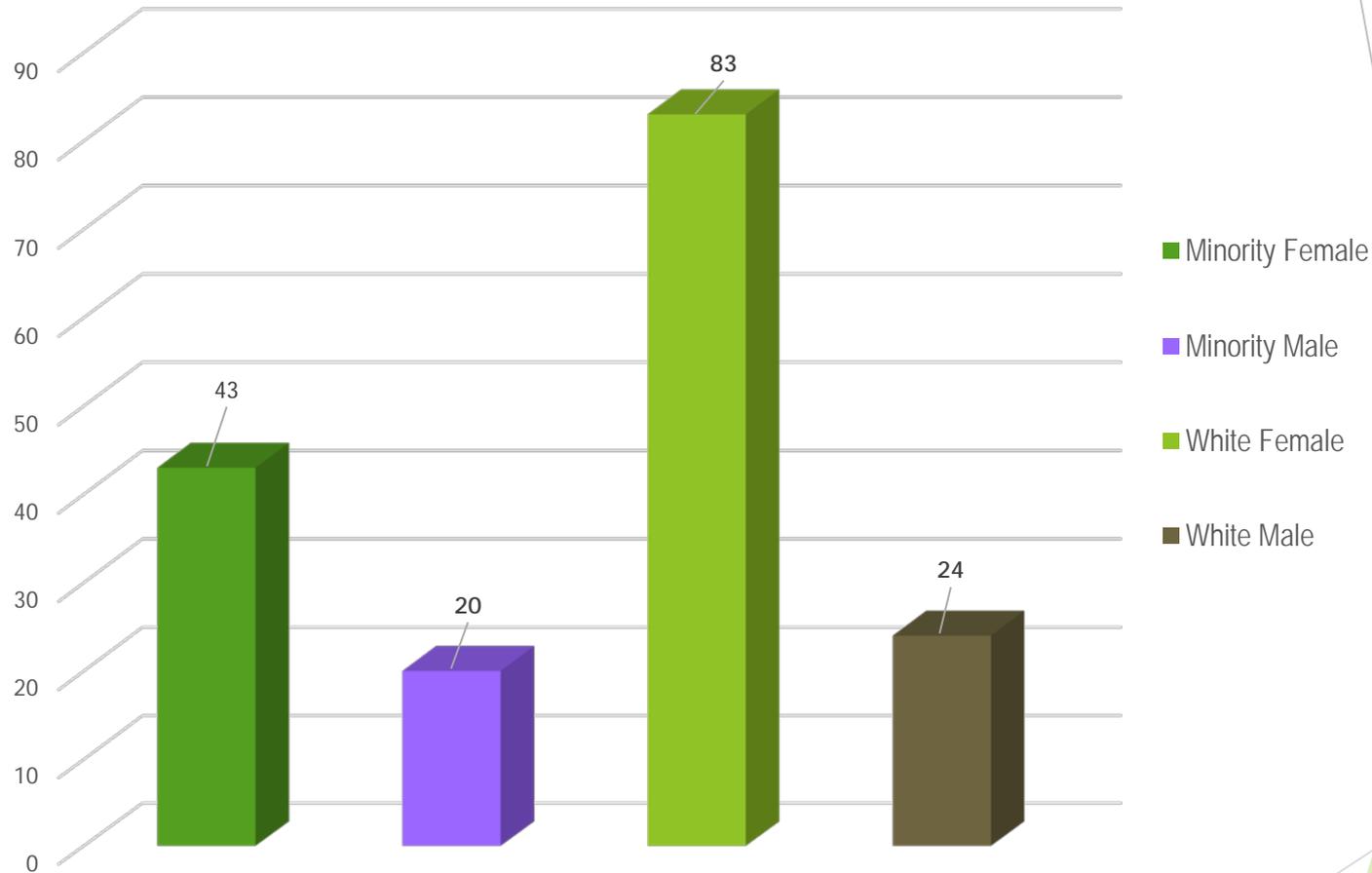
# Classified New Hires

Instructional Assistants, Therapeutic Educational Assistants, Personal Care Assistants & Behavioral Assistants	58
Bus Drivers	12
Clerical	10
Other (Including substitutes)	90
<b>Total</b>	<b>170</b>

# Instructional Assistant Degree Types

Parapro / 60+ Credit Hours	14
Associate's Degree	7
Bachelor's Degree	27
Master's Degree	2
Educational Specialist	1
<b>Total</b>	<b>51</b>

# New Classified Employees Race and Gender Report



Minority Female – 25.2%  
Minority Male – 11.7%

White Female – 48.8%  
White Male – 14.1%

# Certified New Hires by Level

Elementary	59
Middle	32
High	40
Other	10
Total	141

# Certified New Hires by Level

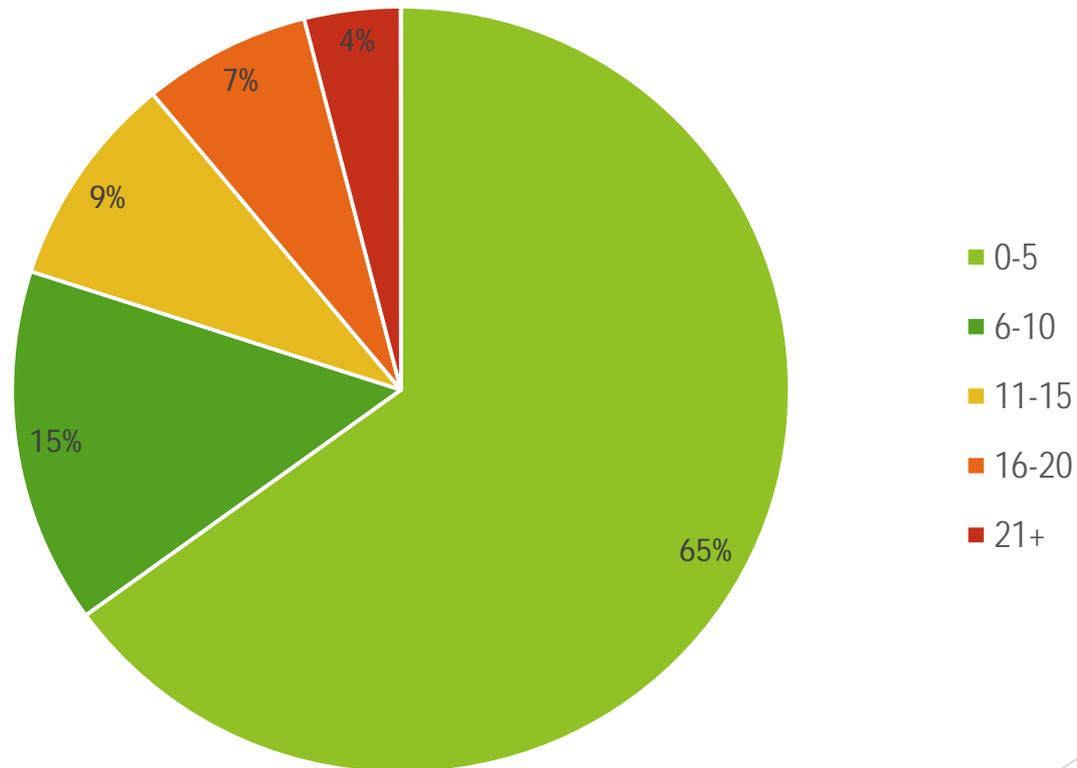


# Breakdown by subject area

- ▶ Math - 12
- ▶ English - 16
- ▶ History - 6
- ▶ Movement Ed/Music/Art - 11
- ▶ Science - 7
- ▶ Elementary - 36
- ▶ Vocational - 8
- ▶ Foreign Language – 3
- ▶ Alt. Ed - 2
- ▶ Sped - 22
- ▶ Guidance - 4
- ▶ Speech/Occupational Therapist/Educational Interpreters - 5
- ▶ Social Worker/Behavior Coach – 3
- ▶ Instructional Coach - 2
- ▶ Administrators (Principal/AP/Director/Other) - 4

# Certified New Hires by Years of Experience

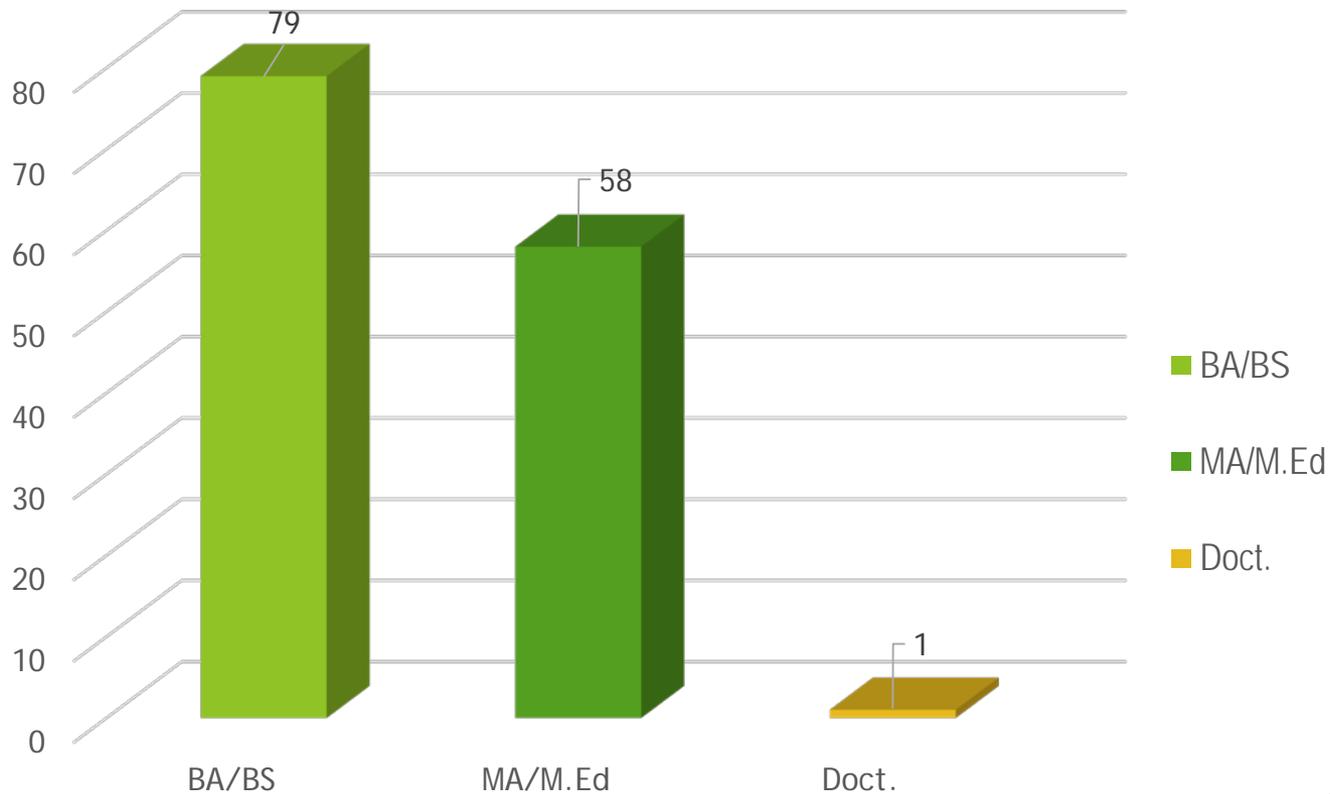
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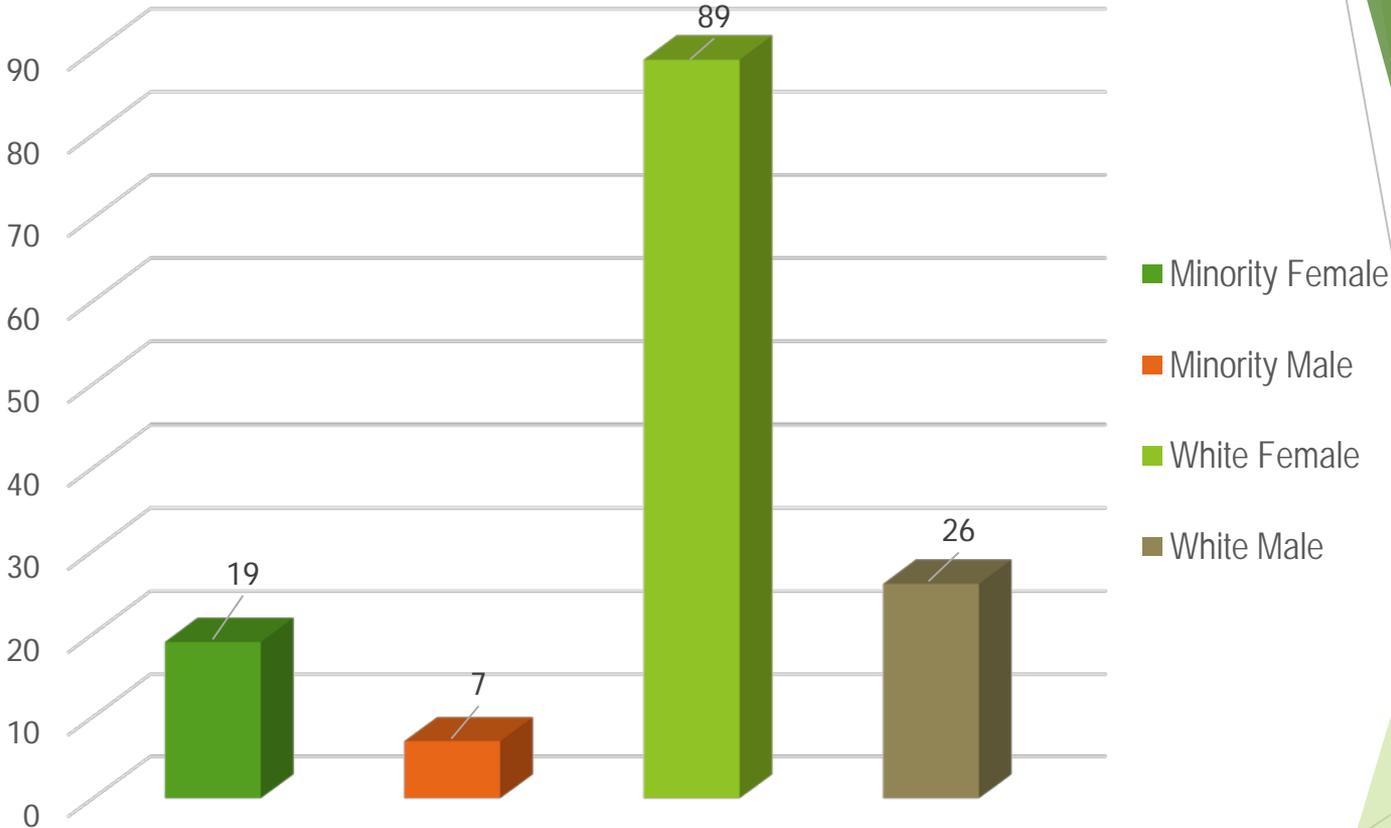
# Certified New Hires By College/University

Liberty Univ.	28%	North Carolina State	1%
Lynchburg College	17%	Northern Arizona Univ.	1%
Longwood Univ.	10%	Old Dominion Univ.	1%
Univ. of Virginia	3%	Pune Univ.	1%
Univ. of North Carolina	3%	Randolph College	1%
Radford Univ.	2%	S. Connecticut State Univ.	1%
Averett Univ.	1%	Saddleback College	1%
Bob Jones Univ.	1%	Sage Graduate College	1%
California State Univ.	1%	Summit Univ.	1%
Campbell Univ.	1%	Sweet Briar College	1%
Catawba College	1%	Texas Christian Univ.	1%
Catolica De Pern.	1%	Texas Woman's Univ.	1%
Chicago State Univ.	1%	Trenton State Univ.	1%
Clarion Univ.	1%	Tulane Univ.	1%
Clemson Univ.	1%	Univ. of South Carolina - Beaufort	1%
Concordia Univ.	1%	Univ. of Alabama - Birmingham	1%
Emory & Henry College	1%	Univ. of Florida	1%
Florida Memorial College	1%	Univ. of New Orleans	1%
Florida State Univ.	1%	Univ. of Phoenix	1%
Grand Canyon Univ.	1%	Univ. of Southern California	1%
Hampden-Sydney College	1%	Univ. of Texas - El-Paso	1%
Indiana Univ.	1%	Virginia State	1%
James Madison Univ.	1%	Virginia Tech	1%
MacMurray College	1%	Waynesboro College	1%
Michigan State	1%	Winthrop	1%
Middlebury College	1%		

# Certified New Hires by Degree



# Certified New Hires by Gender & Race



Minority Female – 13.6%    Minority Male – 4.9%  
White Female – 63.1%    White Male – 18.4%

# Recruitment Information

Total Recruitment cost - \$27,134      Travel to Recruitment fairs: \$8,407.89

## Ads:

Roanoke Times, News and Advance, Richmond Times Dispatch, Ed Weekly, Washington Post, Monster, Teacher-Teacher, Indeed, VA Pilot, Central VA Jobs, Lynchburg Regional Business Alliance – Eblast, Theatre Communications Group, Virginia Living, Digital Advertising (emailing 25,000 educators in VA, Northern VA and the Chapel Hill area), LCS website, Constant Contact Newsletter, LCS Job Fair

## Sites visited or contacted

- ▶ UVA
- ▶ Fayetteville State
- ▶ Delaware Valley
- ▶ ODU
- ▶ Hampton
- ▶ Norfolk State
- ▶ NC A&T
- ▶ Longwood
- ▶ JMU
- ▶ WVA
- ▶ PERC (PA)
- ▶ Lynchburg College
- ▶ VASPA – Norfolk
- ▶ \*Savannah (3 students in teacher program)
- ▶ \*South Carolina State University (only a few students in teacher program)
- ▶ LCS Job Fair – All departments and schools represented

Assisted 30 employees/applicants in obtaining a teaching license. 12 were of color.

- ▶ Planting seeds: HHS/ECG Career Day, Teach for Tomorrow class

## LCS Recruiters:

Tracy Richardson  
Leverne Marshall  
Derrick Womack  
Rob Quel  
Latonya Brown  
Kacey Crabbe  
Marie Gee  
April Bruce  
Lauren Calloway  
Ethel Reeves  
Ben Fischhoff  
Annitra Leigh

# Recruitment Survey Data

- ▶ Sent to all new teacher hires

- ▶ How did you hear about LCS?

  - Advertisement (Newspaper, online, etc.) – 6

  - College – 21

  - Website/Online – 19

  - Friend – 12

  - Live near or are familiar with the area – 26

  - Job Fair – 3

  - Relocation/Research - 4

- ▶ Did you attend any job fairs where you talked to an LCS recruiter? If so, where?

  - Liberty Univ. – 3

  - Longwood – 1

  - Lynchburg College – 1

  - LCS Job Fair – 18

  - No - 73

- ▶ What attracted you to LCS?

  - Diverse population – 29

  - Salary and benefits - 16

# Turnover Data

Lynchburg City Schools – 16%  
Appomattox County – 15%  
Bedford County – 11%  
Campbell County – 9.6%  
Amherst County – 8%

Classified - 42 changes/transfers + 170 new hires from May - October  
Certified - 77 changes/transfers + 141 new hires from May - October

## Reasons for Leaving:

### Classified:

- ▶ Retirement - 12
- ▶ Relocation/Transfer of Spouse - 6
- ▶ Resignation - 17
- ▶ Accept a Teaching Position - 4
- ▶ Better Benefits/High Salary - 8
- ▶ Continuing Education - 2
- ▶ Leave of Absence - 1
- ▶ Personal/Medical - 5
- ▶ Other Position/Private - 1
- ▶ Other - 16
- ▶ Total - 72

### Certified:

- ▶ Retirement - 26
- ▶ Relocation/Transfer of Spouse - 27
- ▶ Resignation - 3
- ▶ Household - 6
- ▶ Accept Administration - 4
- ▶ Accept another Teaching Position - 39
- ▶ Better Benefits/Higher Salary - 2
- ▶ Continuing Education - 4
- ▶ Leave of Absence - 6
- ▶ Other Position/Private - 23
- ▶ Total - 140

# OVERALL DEGREE TYPES (Including IAs)

- BASS
  - AAS - 1
  - BA/BS - 18
  - MA/M.ED - 14
- BHES
  - AAS - 2
  - BA/BS - 30
  - MA/M.ED - 15
  - ED.S - 1
- DESI
  - AAS - 1
  - BA/BS - 12
  - MA/M.ED - 9
- HES
  - AAS - 4
  - BA/BS - 30
  - MA/M.ED - 11
- LES
  - AAS - 1
  - BA/BS - 25
  - MA/M.ED - 17
- PMES
  - BA/BS - 19
  - MA/M.ED - 10
- RSP
  - AAS - 3
  - BA/BS - 30
  - MA/M.ED - 18

- PES
  - AAS - 1
  - BA/BS - 25
  - MA/M.ED - 16
  - ED.S - 1
- SES
  - AAS - 1
  - BA/BS - 23
  - MA/M.ED - 7
- SHEFF
  - AAS - 5
  - BA/BS - 28
  - MA/M.ED - 22
- LAUREL
  - BA/BS - 3
  - MA/M.ED - 14
- HELC
  - AAS - 2
  - BA/BS - 17
  - MA/M.ED - 11
- TCM
  - AAS - 1
  - BA/BS - 11
  - MA/M.ED - 15

- DMS
  - AAS - 1
  - BA/BS - 25
  - MA/M.ED - 29
  - ED.S - 1
- LMS
  - AAS - 1
  - BA/BS - 27
  - MA/M.ED - 30
- SMS
  - BA/BS - 30
  - MA/M.ED - 28
  - ED.S - 1
- FHCS
  - BA/BS - 5
  - MA/M.ED - 6
  - ED.S - 1
- ECG
  - AAS - 2
  - BA/BS - 54
  - MA/M.ED - 52
  - DOCT. - 2
- HHS
  - AAS - 2
  - BA/BS - 43
  - MA/M.ED - 33
  - DOCT. - 2
- PRIDE
  - BA/BS - 1
  - MA/M.ED - 4
- EMPOWERMENT
  - BA/BS - 1
  - MA/M.ED - 3

# Certified by Experience

	New	LCS
0-5 years	91	258
6-10 years	21	105
11-15 years	13	100
16-20 years	10	107
21+ years	6	179

# Hiring Process

- ▶ Online applications completed through Winocular

## *Teachers and school staff positions:*

- ▶ Principals review the applications, resumes and references and set up interviews with possible candidates.
- ▶ Interview panels for school positions consist of the principal, assistant principal, teachers or other staff members.
- ▶ Send the top 2 or 3 choices to the Director of Personnel to review. If they are eligible, an offer is made.

## *Principal/Director positions:*

- ▶ Candidates are reviewed by the Director of Personnel along with the other Central Office administration. Qualified candidates are called for an interview.
- ▶ Panels for principals include parents, teachers, and Central Office administration.
- ▶ A second interview, with the Superintendent, is offered to the top 2-3 candidates.
- ▶ The Superintendent takes his recommendation to the School Board for final approval.

# OVERALL LCS DATA

- Race/Gender -      Minority Teachers – 13.1%      White Teachers – 86.8%  
                                 Female Teachers – 78.7%      Male Teachers – 21.2%
  
- Teachers –      Minority Females – 9.8%  
                                 White Females – 68.9%  
                                 Minority Males – 3.3%  
                                 White Males – 17.9%
  
- Principals –      Minority – 45%      White – 55%  
                                 Female – 66.6%      Male – 33.3%
  
- All Contracted Employees (Not including Subs)
  - Minority Females – 305 – 18.8%
  - Minority Males – 133 – 8.2%
  - White Females – 923 – 56.9%
  - White Males – 260 – 16.1%
  - Total - 1621

# Other Data on Teacher Diversity

## U.S. Department of Education Report

- ▶ Nationwide percentage of teachers of color – 17%
- ▶ Only 25% of students enrolled in teacher preparation programs were minority with 12% African American, 11% Hispanic, 4% other
- ▶ Only 42% of African American students completed the bachelor's in education
- ▶ Only 2% of individuals preparing to be teachers are enrolled at HBCU's
- ▶ 20% of public school principals are minority
- ▶ Spotlight – Boston Public Schools – High School to Teacher Program

## Local Colleges Education Program Data:

- ▶ *Liberty University* – 11.4% African American 84% female, 16% male
- ▶ *UVA, Curry School of Educ.* – 5% African Am., 3% Hispanic, 10% Asian
- ▶ *Randolph College* – 5% African Am. in bachelor's program
- ▶ *Lynchburg College* – 9.7% of all students graduating in all programs are African Am. (no breakdown for education program)
- ▶ *JMU* – 2.2% in the teacher prep program are African Am. (10 students out of 463)

## Surrounding divisions data:

Male teachers: 17%, 17.6%, 20.5%, 15% LCS - 21.5%

African American teachers: 1%, 5.4%, 2.5%, 6% LCS – 13.1%

# Aesop Data – Teacher Fill rates

School	Teacher Absence/Vacancy				
	Need Sub	Filled	UnFilled	% Filled	% UnFilled
Bass Elementary	405	337	68	83.21	16.79
Bedford Hills Elementary	595	479	116	80.50	19.50
Dearington Elementary	238	183	55	76.89	23.11
E.C. Glass High School	1394	1163	231	84.14	15.86
Heritage Elementary	529	448	81	84.69	15.31
Heritage High School	1053	892	161	86.28	13.80
Hutcherson Early Learning	404	348	56	86.14	13.86
Linkhorne Elementary	340	298	42	87.65	12.35
Linkhorne Middle School	724	544	180	75.14	24.86
P.L. Dunbar Middle School	939	759	180	79.25	20.75
Paul Munro Elementary	212	203	9	95.75	4.25
Perrymont Elementary	359	308	51	85.79	14.21
R.S. Payne Elementary	438	364	74	83.11	16.89
Sandusky Elementary	200	172	28	86.00	14.00
Sandusky Middle School	665	533	132	80.15	19.85
Sheffield Elementary	397	372	25	93.70	6.30
T.C. Miller Elementary	282	230	52	81.56	18.44
<b>Total</b>	<b>12560</b>	<b>10447</b>	<b>2113</b>	<b>84%</b>	<b>16%</b>