

# Salem-Keizer Public Schools | District 24J

*Our Vision: All students graduate and are prepared for a successful life.*



## Recruitment and Hiring

Salem-Keizer Public Schools (SKPS) is the second largest school district in the state of Oregon, serving nearly 40,000 students. We employ over **7,000 employees** at an approximate cost of **\$2 million per day**. To meet our students' needs, we are always seeking passionate, diverse, and highly qualified staff. Each year we hire over 600 teachers and over 1,000 classified employees.

### Recruiting

Like most of the state and nation, we are facing ongoing teacher and employee shortages and shrinking enrollment in university teacher preparation programs, while simultaneously navigating the need for hiring highly quality employees. To meet these needs, we have developed multiple recruitment streams and career advancement opportunities we call "pathways." Pathways can provide logistical and financial support to current students seeking careers in education, current employees seeking opportunities, and advancement such as electrical apprenticeships, bus driver training, and teacher education programs in partnership with universities.

## Pathway Programs

We dedicate \$400,000 annually to support pathway programs. These programs are proven in practice and research to increase the hiring of highly quality employees. All of our current pathway programs are listed below to show the scope of this work. We have included the data for the Special Education Cohort to highlight pathway effectiveness, as this is our longest running pathway program.

- Aspiring Administrator Cohort
- Aspiring Teacher Cohort
- Bell-Time Programs: (Teacher Cadet Program & CTE)
- Bilingual Elementary Cohort
- Bilingual Scholars
- Chemeketa Partnerships
- Diversity Support Program
- Electrical Apprentice Program
- ESOL Endorsement Cohort
- Mechanical Apprentice Program
- Office Manager Residency Program
- Residency Teacher License Program
- Teach for Salem-Keizer Program
- Special Education Cohort
  - Eight years running
  - Over 105 special education teachers have completed this master's degree program
  - 89% still working for SKPS
  - 40% of all special education teachers in SKPS were licensed through this pathway program.



## Employee Diversification

### 5-Year Staff Diversification Hirings as of 2022:

- 336 Licensed Teachers of Color
- 626 Non-Licensed Staff of Color
- 27 Administrative Staff of Color

## Employee Attrition

### Employee Attrition for 2021-22 Academic Year:

- Licensed 12.35%
- Classified 17.55%

## Call to Action

*With your advocacy and through stable dedicated funding, SKPS will continue to recruit, hire, and retain linguistically and racially diverse employees who meet our students' needs. Thank you in advance for your support of our students, staff, and the community we serve!*