



National Statistics

In 2016, 88,738 students graduated with a Bachelor's Degree in Education.

All men	17793	20%
All women	70945	80%
American Indian	577	0.6%
Asian	1923	2%
Black/ African American	6419	7%
Hispanic/Latino	3098	3%
Native Hawaiian/ Pacific Islander	244	0.3%
White	65041	73%
Two or more races	2040	2%
Unknown	2645	3%
Alma Resident	951	1%
Total	88738	



Maryland Statistics

In 2016, 1,336 students graduated with a Bachelor's Degree in Education, which represents 15% of the available national graduates.

All men	185	14%
All women	1151	86%
American Indian	2	0.1%
Asian	50	4%
Black/ African American	223	17%
Hispanic/Latino	65	5%
Native Hawaiian/ Pacific Islander	2	0.1%
White	897	67%
Two or more races	43	3%
Unknown	30	2%
Alma Resident	6	0%
Total	1336	

FCPS Partnering PDS Universities & Colleges

In 2016, 195 students graduated with a Bachelor's Degree in Education, which represents 15% of the available Maryland graduates.

All men	39	20%
All women	156	80%
American Indian	0	0%
Asian	1	0.5%
Black/ African American	5	3%
Hispanic/Latino	7	4%
Native Hawaiian/ Pacific Islander	0	0%
White	172	88%
Two or more races	7	4%
Unknown	3	2%
Alma Resident	0	0%
Total	195	

On the Road

- Attended 27 Job Fairs
- 343 Completed "Job Fair Quick Forms"
- Hired 40 teachers
- Hired 6 teachers of color



RECRUITING AND HIRING DATA

October 2016 - September 2017

RECRUITING

HIRING

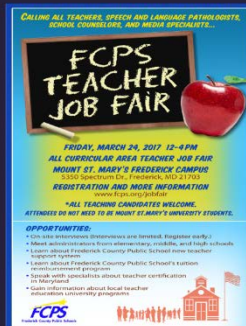
Open Call Interviews

- Held 12 Open Call Interview events at Central Office
- Recruited a diverse group of principals and teacher leaders to interview candidates
- Scheduled 257 initial interviews
- Hired 84 teachers



FCPS 4th Annual Job Fair

- 187 Registered Teacher Candidates
- Completed 72 Initial Interviews
- Completed 73 Curriculum Interviews
- Hired 62 teachers

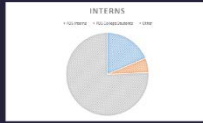


Certificated Hiring Data

Hired 292 certificated teachers and administrators



Hired 30 teachers and administrators of color (11%)



Hired 69 teachers from our PDS partnering colleges and universities (24%)

Hiring
2016 - 2017 Review

Certificated Hiring Data

ANALYSIS
FCPS must enhance our recruiting practices to meet demands.

CURRENT PRACTICES

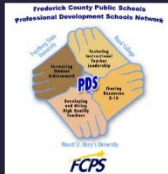
FUTURE PRACTICES

DETAILS



- Launched new marketing campaign in 2016
- Placed interns from non-PDS partnered colleges
- Added 9 additional recruiting events in 2017
- Used social media to advertise our presence at events
- Established salary advance in 2017
- Utilized virtual interview platforms - Skype and FaceTime
- Hired early
- Scheduled HR Cultural Proficiency trainings for November, January and April

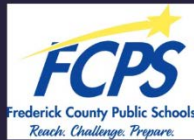
DETAILS



- Developing a comprehensive "Grow Your Own" program
 - FEA, CTC Teacher Academy, Career Days, MSDE and MAP Partnership
- Helping ALL staff see themselves as recruiters for the profession and FCPS

Examining our PDS partnerships

- Additional partnership opportunities
- Identify and develop high quality mentors



We are invested in our mission to eliminate the achievement gap. Our team will continue to contribute to this shared mission by recruiting, hiring and retaining a diverse and dynamic workforce reflective of our community demographics.

This presentation has been prepared by the 2017 Talent Acquisition Team
Gina Keeler, Robert Evans, Megan Yelzy, Anne Foxton and April Sierra