



2022-2023

# HIRING REPORT

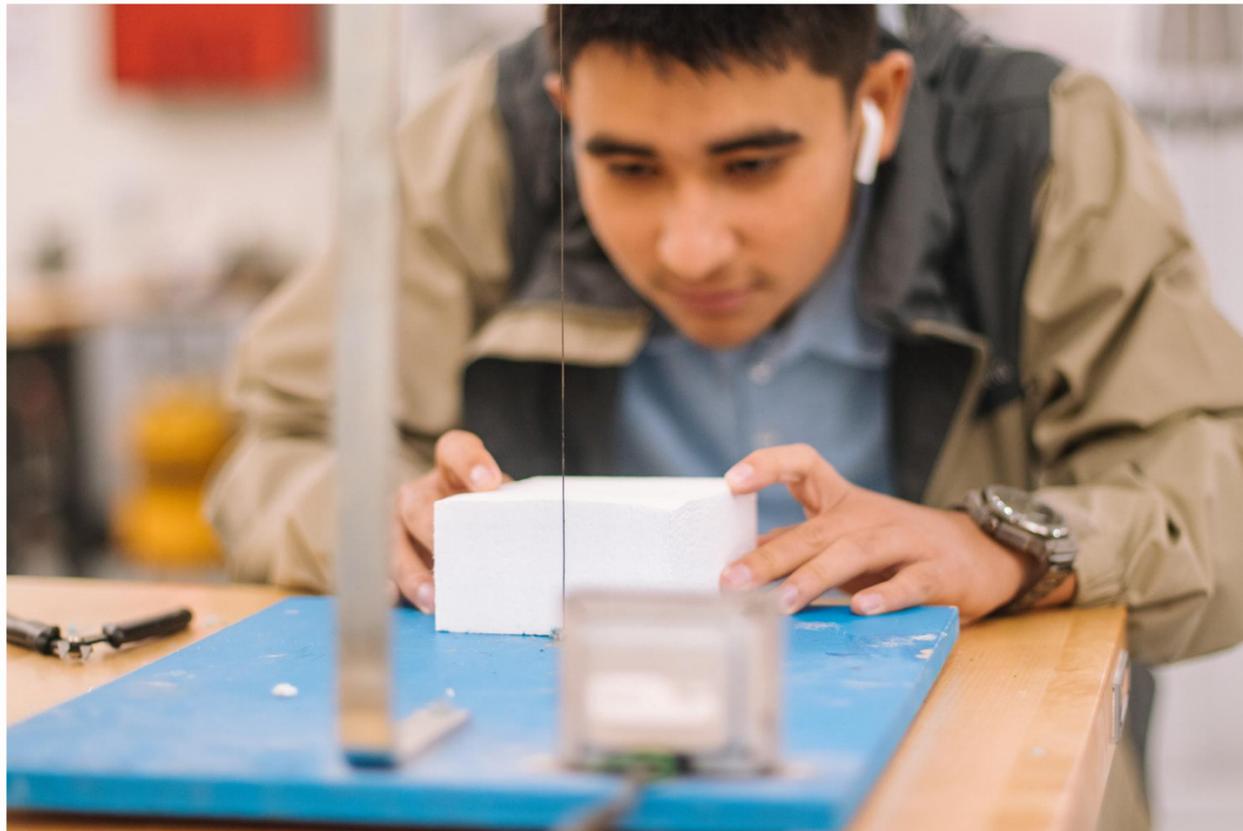
ACPS HUMAN RESOURCES

# VISION

Our learners are engaged in authentic, challenging, and relevant learning experiences, becoming lifelong contributors and leaders in our dynamic and diverse society.



## MISSION



Working together as a team, we will end the predictive value of race, class, gender, and special capacities for our children's success through high-quality teaching and learning for all. We seek to build relationships with families and communities to ensure that every student succeeds.

**We will know every student.**

# VALUES

## **Equity**

We will provide every student with the level of support necessary to thrive.

## **Excellence**

We will mitigate barriers and provide opportunities for every student to be academically successful.

## **Family and Community**

We will engage with and share the responsibility for student success with families and community partners.



## **Wellness**

We will support the physical and emotional health of our students and staff.

# GOAL 3: Equitable, Transformative Resources

Objective 1: ACPS will attract, develop, and retain the highest quality staff.



## Strategies:

ACPS will implement a total compensation structure that makes us highly competitive with other employees.

ACPS will revamp the teacher, support staff, and administrative performance appraisals so they align annually with school and department improvement plans and encourage growth and support.

ACPS will research, develop, and implement an Employee Services department that functions solely for the school division.

ACPS will create a marketing strategy that aligns with the new strategic plan that sets our system apart and makes us attractive to candidates.

ACPS will convene employee forums to learn how work conditions can continue to improve.

ACPS will develop a recognition program tied to our mission for educators and support staff.

# S U C C E S S E S

- 01 Diversity Hires
- 02 Teacher Opportunity and Provisional Support (TOPS)
- 03 Apprenticeship Implementation Grant

- 04 240 Tutoring | iTeach | Higher Education Partnerships | Mentor
- 05 Handshake
- 06 Substitutes and Substitute Fill Rates

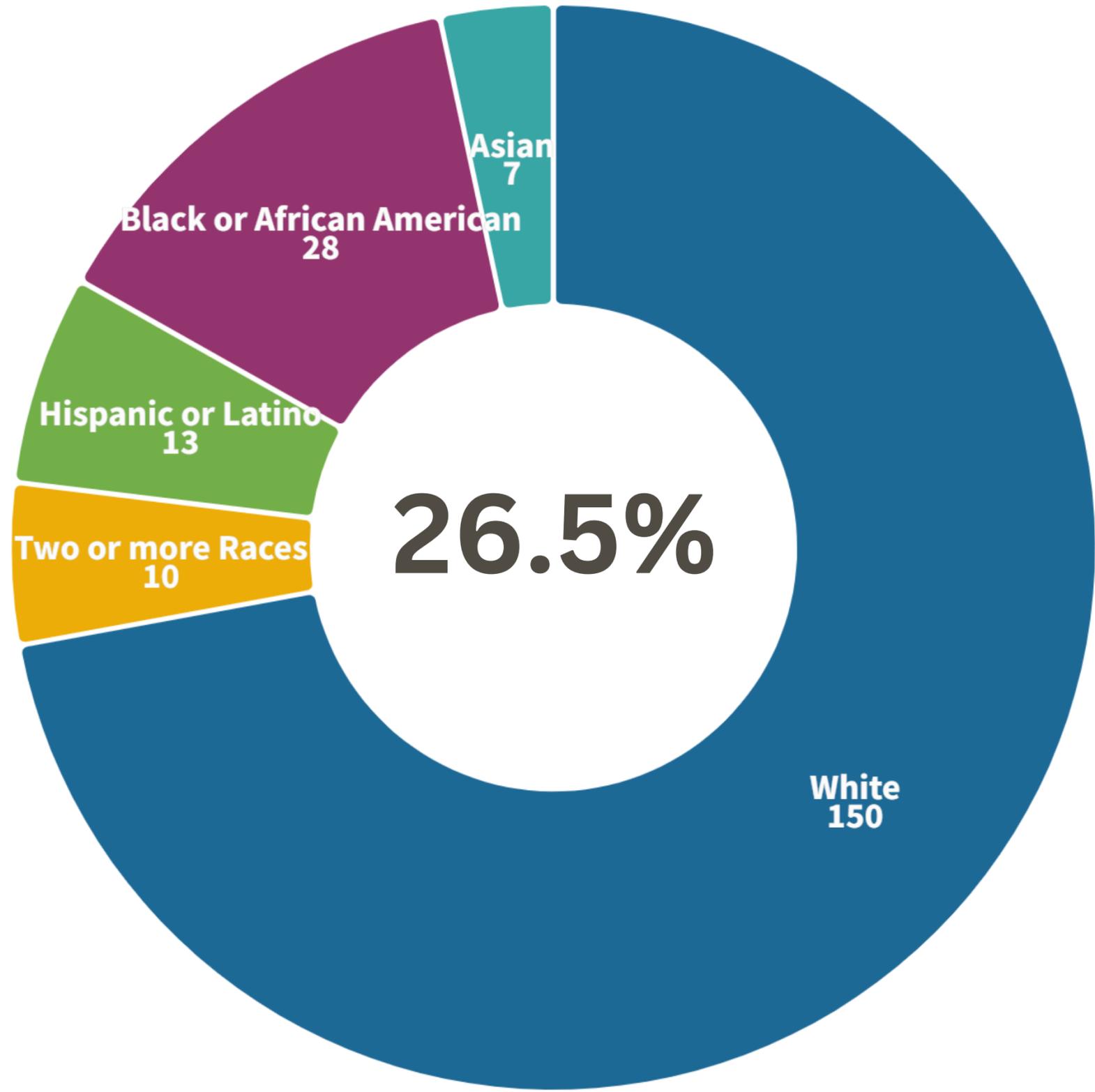
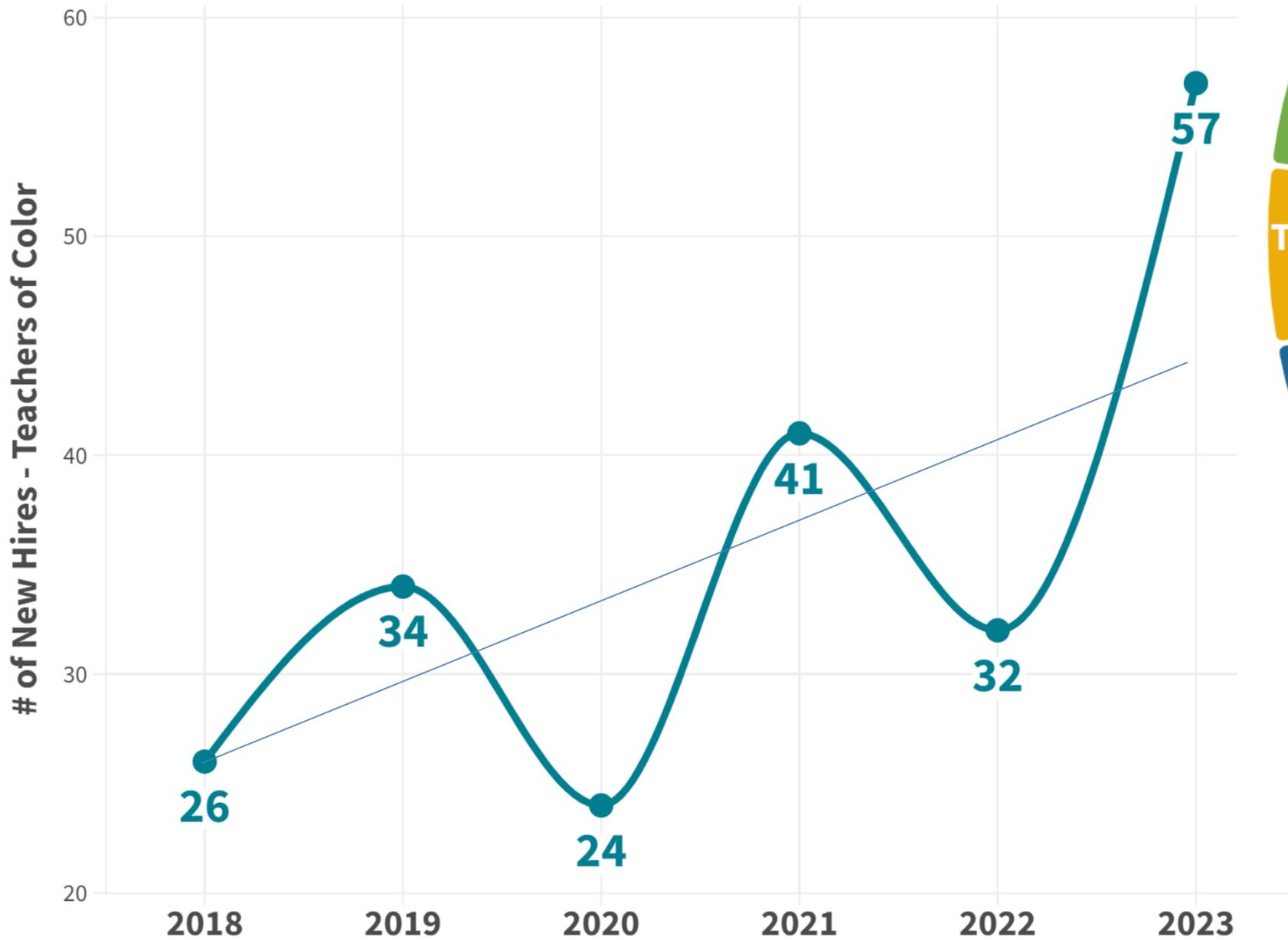
## Vacancy Rates 2022

	<b>Total</b>	<b>Elementary</b>	<b>Mathematics</b>	<b>Special Education</b>
VA Beach	2.3%	1.2%	4.1%	4.5%
Fauquier	1.7%	0.4%	1.7%	2.3%
Prince William	6.8%	9.1%	2.6%	25.6%
Henrico	4.8%	4.6%	6.2%	8.7%
C'ville City	2.1%	0%	0%	6.1%
ACPS	1.5%	0.3%	1.2%	10.0%
ACPS 2023	1.37%	1.3%	0%	0%

# NEW TEACHER HIRES

	New Hires 2022-23	% 2022-2023	New Hires 2021-22	% 2021-2022
Total	215	100%	207	100%
Teachers of color	57	27%	32	15%
1st Year Teachers	79	37%	53	26%
1st Year Teachers of Color	27	13%	10	5%
First 3 Years	102	47%	70	34%
Bachelors	82	39%	66	32%
Masters	123	58%	134	65%
Doctorate	5	3%	7	3%
Male	32	15%	53	26%
Female	183	85%	154	74%

# NEW HIRE DIVERSITY 2023



# DIVISION DATA

## CLASSROOM TEACHERS

YEAR	TOC %	Annual Change	Cumulative Change
2017-18	10.04%	N/A	N/A
2018-19	10.49%	0.45%	0.45%
2019-20	10.28%	-0.21%	0.25%
2020-21	11.13%	0.84%	1.09%
2021-22	11.32%	0.19%	1.28%
2022-23	13.37%	2.05%	3.33%

### Percentage of employees - 2023

● WHITE	87%	(1,225)
● BLACK OR AFRIC...	6%	(80)
● HISPANIC OR LAT...	3%	(45)
● ASIAN	2%	(28)
● TWO OR MORE R...	2%	(28)
● UNKNOWN	< 1%	(6)
● AMERICAN INDIA...	< 1%	(1)
● NATIVE HAWAIIA...	< 1%	(1)

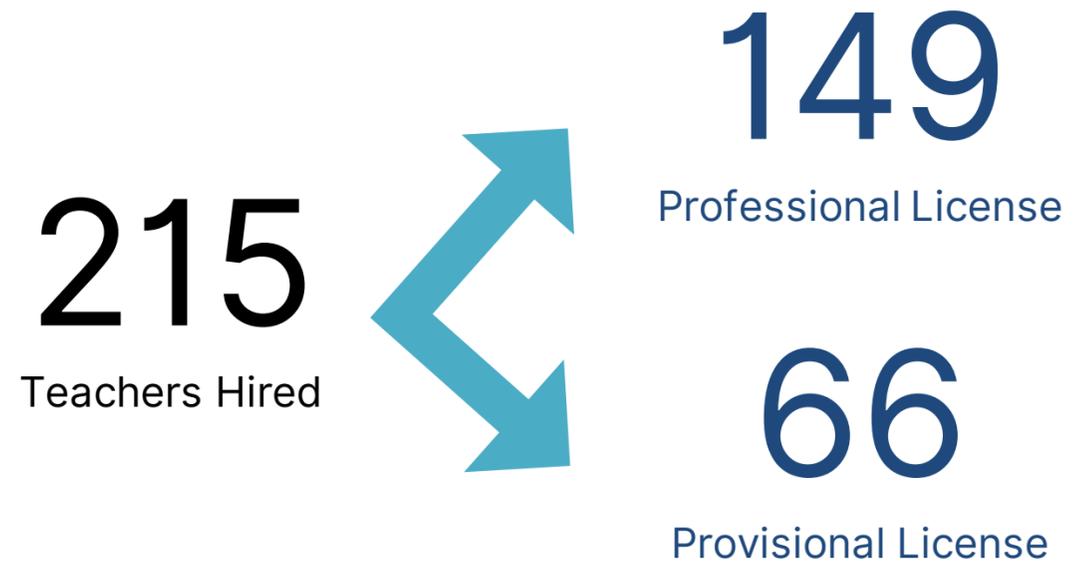
# CLASSIFIED HIRES

<b>Department</b>	<b>Total Hires</b>	<b>Hires of Color</b>	<b>% Hires of Color</b>	<b>Vacancies</b>
Transportation	55	20	36%	43
Child Nutrition	51	39	76%	7
EDEP	44	19	43%	3
Building Services	39	19	49%	5
Technology	8	0	0%	0

# LEADERSHIP HIRES

<b>Position</b>	<b>External Hires</b>	<b>Hires of Color</b>	<b>% Hires of Color</b>	<b>Transfers</b>	<b>Promotions</b>
Assistant Superintendent	1	1	100%	0	0
Principals	1	0	0%	3	3
Assistant Principals	3	2	66%	3	4
Central Office/Support Departments	2	1	50%	3	9

# PROVISIONALLY LICENSED TEACHERS



A Provisional license indicates the teacher:

- Meets/exceeds the minimum requirements for licensure
- Has three years to meet all requirements for a 10-year professional license



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44%  
of our provisionally  
licensed special  
education teachers  
are teachers of  
color.

## Strategies for 23-24

01 Targeted Recruitment

02 On-Campus Presence

03 Teacher Development Programs:  
TOPS, Apprenticeship, Career Clusters

04 Boutique Job Fairs

05 Handshake-Full Utilization

06 Retention Plan  
Development: Novice Teacher,  
Provisional Licenses, Diverse Staff

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Thank you.