

ANCHORAGE SCHOOL DISTRICT
ANCHORAGE, ALASKA

ASD MEMORANDUM #68 (2006-2007)

October 16, 2006

TO: SCHOOL BOARD

FROM: OFFICE OF SUPERINTENDENT

SUBJECT: 2005-2006 CERTIFICATED RECRUITMENT REPORT

ASD GOAL: Establish and maintain a supportive and effective learning environment by continuing to retain, recruit and train highly qualified staff with an emphasis on improving staff diversity to better reflect our student body.

PERTINENT FACTS:

During the 2005-2006 school year, the Human Resources New Teacher Applicant Center collaboratively developed and implemented a Certificated Teacher Recruitment Plan for that school year. I approved the plan in November 2005 and directed Dr. Robb Boyer, Director of Staffing and Recruitment, to prepare an Accountability Report to be shared with me in October 2006.

As indicated in the Recruitment Plan, the District recruits teachers to increase the applicant pool, fill positions for mandated services, diversify the work force and also because we are in a competitive teacher hiring market. The success of the plan is largely based on the ability of the District to accomplish those tasks.

Attached is a copy of the 2005-2006 Certificated Recruitment Plan Accountability Report. The report shares new hire data, "pooled" applicant information, a trip-by trip analysis of the recruitment trips, general recruiting observations, evaluation of goal attainment, and recommendations for 2006-2007. The appendix to the Report includes a copy of the 2005-2006 Recruitment Plan, Recruiter's Certificated Log Sheet Template and new hire survey comments about their hiring and recruitment experience.

CC/ET/RB

Attachments

Prepared by: Robb Boyer, Director of Staffing and Recruitment

Approved by: Eric Tollefsen, Executive Director of Human Resources