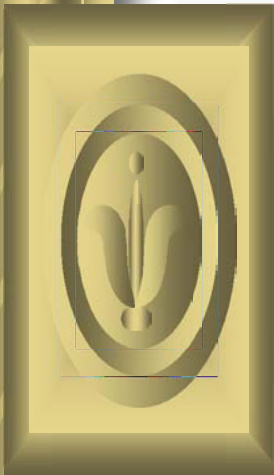


2005-06 Recruitment Plan Accountability Report



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Director of Staffing
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Table of Contents...

	Slide/pg.
● NEW HIRE DATA	
New Hire Data (numbers)	3
New hires (diversity)	4
New hires (demographics)	5
New hires (experience)	5
New hires (preparation programs)	6
New hires (where they found out about us)	7
New hires (factors contributing to their decision)	8
New hires (“intent” data)	9
● “POOL” DATA	
The “pooled” new teacher hiring process	10
Current status of the pool	11
Pool data diversity	12
● RECRUITMENT PLAN EVALUATION	
Recruit trip analysis by location	13-16
Have we met the goals of the 05-06 Plan	17
General recruiting observations	18
Recommendations for 2006-2007 school year	19-20
● Appendix	
-2005-06 Recruitment Assumptions and Plan	Appx. 1
-Recruiter’s Certificated Log Sheet Template	Appx. 2
-New hire survey comments about their hiring and recruitment experience	Appx. 3

● New Hire Data

- The new hire data is based on hires made between July 1 and October 1, 2006.
- Report data as of 10/1/2006 indicates Human Resources has offered certificated teaching positions to 320 teachers. 292 have been “processed” and hired as contracted teachers. 28 were still having difficulty obtaining their Alaska certificates and have not been contracted.
- Data used for the following tables comes from our Novus online application tool, up to 219 surveys completed by new “processed” applicants, and our recruiting log and HR Intent Form data bases.
- New ASD certificated teacher hires have ranged from 254 in 1997-98 to a high of 601 in 2001-02.
- 2005-06 was an average hiring year. We will probably reach the 350 new teacher hire mark by December of 2006. Although the number of hires was average, the shortened summer had a major impact on the hiring process.

● Diversity of new hires

New Certificated Teacher Hires July 1, 2006 to Sept. 15, 2006	M	F	Total	% of hires
Hispanic of any race	0	9	9	3%
American Indian or Alaska Native	3	7	10	4%
Asian	1	10	11	4%
African American	2	2	4	1%
Native Hawaiian or other Pacific Islander*	0	0	0	0%
White	42	217	259	88%
Two or more races*	0	0	0	**
Total	48	245	293	100%

•The categories reflect the latest State required categories.

*New State category titles

**No data collected under that category by Novus

•The total reflects 293 new teachers (including retirees who had been terminated and where rehired).

•The new hire data table ethnicity information is based upon “self-report” information provided during the application process, which is viewable only by EEO.

● **New Hires**

- 62 “retiree/rehires” were reemployed by the ASD (52 of the 62 in a .49 contract or less).
- Although they are considered “new hires (having been terminated and rehired), their survey data was not included in the following data.
- The new hire data below was taken from 195 surveys collected during employee processing.

● **New hire data (demographic)**

- 89 (46%) were new to full time teaching
- 74 (38%) were new to Alaska
- 158 (81%) were new to the ASD
- 43 (22%) were ASD graduates

● **New hire data (experience)**

- 120 (62%) had no contracted public school teaching experience
- 22 (11%) had a partial year to one year of teaching experience
- 20 (10%) had two to three years
- 24 (12%) had four to five years
- 9 (5%) had more than five years

● **New hire data (HQT status)**

- 41 (22%) have an ASD HQT designation
- 46 (24%) have an ASD HQT designation pending, awaiting processing
- 103 (54%) have not applied for ASD HQT designation
- 5 unknown

- **New hire data (preparation program)**

University preparation program	State	#	%
University of Alaska Anchorage	Alaska	45	23.1%
Alaska Pacific University	Alaska	15	7.7%
University of Alaska Fairbanks	Alaska	9	4.6%
University of Alaska Southeast	Alaska	3	1.5%
	<i>Alaskan hires</i>	72	36.9%
Various	Oregon	12	6.2%
Various	Washington	11	5.6%
Various	Montana	8	4.1%
Various	New York	7	3.6%
Various	California	6	3.1%
Various	Texas	6	3.1%
Various	Arizona	5	2.6%
Various	Arkansas	4	2.1%
Various	Wisconsin	4	2.1%
Various	Minnesota	3	1.5%
Various	North Dakota	3	1.5%
Various	Oklahoma	3	1.5%
Various	Idaho	3	1.5%
Various	Outside the 50 states	3	1.5%
Did not report	-	4	2.1%
Between one and two from the state	Various	41	21%
	<i>Non-Alaska hires</i>	123	63.1%

New hire data (Where our new hires found out about employment in the ASD)

195 respondents to the new hire survey checked one or more of the following sources. The percentage indicates the number who checked a source that provided them information on the ASD.

Source	Number Checked	%
Other	88	45.1%
ASD Website	63	32.3%
Friend	19	9.7%
Job Fair	15	7.7%
Colleague	12	6.2%
University placement service	9	4.6%
Alaska Teacher Placement website	7	3.6%
ASD recruitment representative	4	2.1%
Teachers.teachers.com	1	.5%

New Hire Data (Factors in the decision of new hires to come to the ASD) 195 respondents to the new hire survey checked one or more of the following factors. The percentage indicates the number who reported that factor as part of their decision-making to come to the ASD.

Factor	Number Checked	%
Location	84	43%
Personal factors	73	37%
Professional growth opportunities	47	24%
Diversity of community	43	22%
Adventure	42	22%
Salary	37	19%
Outdoor recreation	35	18%
Other	36	18%
Community climate	33	17%
Mentoring program	12	6%
ASD reputation	13	7%

● New hire “intent” data

- “Intents” are contract letters signed by an approved ASD representative and a prospective employee indicating a commitment by both parties to enter into contracted employment.
- The 2005-06 Recruitment plan authorized issuing intents in the following areas.
- The ASD has fulfilled their “intent” obligations unless the projected hire is unable to complete their obligations (Alaska certificate, background check, etc.).
- A significant number of new hires who are issued “intents” break their contractual obligation.

Area authorized	Number authorized	Intents issued	Number intents hired
Special Education and Related Services	85	61	27
Regular Ed <ul style="list-style-type: none"> ● World Languages ● Librarians ● HS Sci/Mth ● ML Sci/Mth ● Elementary male ● Music/Art ● Diversity ● Bilingual/ESL 	92	43	22

• **New Hire** (A brief overview of the teacher application/interview/hiring process)

- 1. New applicants must apply at the ASD website using the online (Novus) applicant tool.**
 - | Novus applicants must pass a HR screening interview conducted by current or retired principals and have a positive phone reference in order to be released as, “eligible for further consideration.
 - | If successful a candidate is informed of their status and given guidelines on becoming highly qualified in the ASD.
 - | Approximately 30% of all new teacher applicants do not pass their first screening interview.
 - | To be released an applicant must also appear likely to be able to obtain an Alaska teaching certificate and a highly qualified designation.
- 2. Exemplary candidates meeting the categories defined in the Recruitment Plan may be issued a letter of intent. This usually occurs at job fairs or on recruitment trips.**
- 3. Once “released” an applicant can be viewed by site principals through their Novus accounts.**
- 4. When filling a vacancy, site interviews are conducted with no less than 3 teacher applicants requesting transfers (if that many applied), and no less than 5 total applicants per vacancy if a new hire is selected (i.e., 3 transfers and 2 new applicants).**
- 5. When selecting an Intent, principals should still conduct 3 interviews with teachers requesting transfers (if that many applied), and one Intent if he/she is the selected applicant.**
- 6. A Summary of Hire Sheet is completed for the recommended hire listing the school, the position, all interviewed candidates (including the one selected), the pay location, budget codes, FTE, and leave location.**
- 7. Once completed, return the Summary of Hire Sheet to the Applicant Data Center in HR. The Summary is reviewed by the Director of Staffing and Recruitment. It is then routed for signatures - EEO, Division Executive Director(s), Assistant Superintendent, etc., and then returned to the HR Specialist for coding and approval. This process can take several days.**
- 8. Once all of the above steps are completed, HR makes the official employment offer. A contract cannot be signed unless the applicant's file is in order and they possess a valid Alaska certificate for the position being offered.**

- **Current status of the pool of teacher applicants**
- The District currently has over 900 online applications that are “released for further consideration.”
- Additionally approximately 100 are in “review” status being considered for HR screening during October and November.
- It is critical to note that the 900+ released applicants include:
 - Teacher candidates who may have accepted employment with another district and have not requested their application be removed or inactivated.
 - Human Resources will conduct audits of the accounts throughout November and December to pull those applications from release.
 - Teacher candidates who do not necessarily meet the specific needs of the district.
 - While some content areas are void of applicants (special education, related services, immersion, math), others have a larger number of applicants than we have positions available (principals, elementary ed, social studies, counseling).
 - A significant number of applicants who have not been selected, despite multiple site interviews.

- **Novus pool of “released for further consideration” certificated teachers**

The “pool” column reflects the 912 eligible for further consideration applicants active in the system during the hiring period. The “hired” column reflects the percentages of the actual new teacher hires identified on page 4 of this document.

Ethnicity	M	F	#	% “pool”	% “hired”
Alaska Native or American Indian	10	28	38	4.1%	4%
Asian	10	20	30	3.3%	4%
African American	12	12	24	2.6%	1%
Hispanic	7	13	20	2.2%	3%
White	291	477	768	84.2%	88%
Multi ethnic & Undeclared	15	17	32	3.5%	N/A
Total			912		

Recruitment Trip Analysis 05-06

*Grade based on productivity vs. cost;

A-great, B-good, C-ok, D-poor, F-worthless

Trip/Date	Lead	Cost	05-06	*Grade	Rec for 06-07
Atlanta-Orlando <i>November</i>	Bellamy	No cost - part of other travel	Six interviews, no intents	A	"Free" recruiting
University of Hawaii <i>February</i>	Okada	Supplied extra night hotel	Two Univ. outreach contacts	C	February too early for U of H
Philippines <i>March</i>	Lucas	No cost to District, not part of 05-06 Plan	Accepted 66 resumes, difficulty getting certificated	D	Only good for Behavior Strategists
Cal Poly Fair California <i>April</i>	Lucas	\$1,475	3 interviews, no intents	D	Log suggested not attending again
NASA Atlanta <i>February</i>	Bellamy	\$3,425	28 interviews, 2 intents	B	Math/Sci Diversity focus
ADN Job Fair	Ament	\$435	0 interviews	C	Classified focus, good outreach
Association of School Psychs California <i>March</i>	Shackel	\$2,130	Networking	D	Not a source for interviews
UAA/APA HR Spring Graduate Interviews <i>March</i>	Kate K.	\$3,025	55 interviews, 50 passed, no intents	A	Consider offering intents in 06-07, good candidates

Recruitment Trip Analysis 05-06, continued

*Grade based on productivity vs. cost;

A-great, B-good, C-ok, D-poor, F-worthless

Trip/Date	Lead	Cost	05-06	Grade	Rec for 06-07
Grand Canyon University <i>March</i>	Lucas	\$50	Canceled by Special Ed	F	TBD
Citywide Fair @ UAA <i>March</i>	Lockard	\$195	Very little traffic	D	Classified focus, only good for outreach
New York Long Island Fair <i>March</i>	Kate K. & Bellamy	\$12,115	20 interviews, 3 intents	D	Good for diversity, but very expensive
California Fullerton Northridge <i>March</i>	Bellamy & Lucas	\$5,300	20 interviews, 1 hire	D	TBD
Texas NAESP & UT @ Austin <i>April</i>	Kate K.	\$4,890	NAESP - Only good for networking UT - down year	C-	No Spec Ed, not good value for \$, Only do NAESP as a tag along
Denver Fair <i>April</i>	Boyer	\$2,500	22 interviews, 3 intents	B	Need 3rd recruiter, consider additional CO fairs
Michigan Universities <i>April</i>	Bellamy	\$5,600	No interview data, 6 intents	B	Candidates used to weather

Recruitment Trip Analysis 05-06, continued

*Grade based on productivity vs. cost;

A-great, B-good, C-ok, D-poor, F-worthless

Trip/Date	Lead	Cost	05-06	Grade	Rec for 06-07
Portland Fair <i>April</i>	Solano	\$4,230	31 interviews, 1 intent, down year	C	No hard to fill, been good in the past
Spokane Fair <i>April</i>	Boyer	\$3,100	19 interviews, well organized fair, small this year	B+	Good candidates, little diversity, familiar w/ AK
Anchorage Job Fair ATP <i>April</i>	Kate K., 6 HR staff, 48 prins	\$7,200	85 interviews, 22 intents	A	Great fair, need to focus here even more
Arizona ASU/NAU <i>March/April</i>	Cox	\$1,150	8 interviews, no intents	C (NAU-A) (ASU-F)	ASU was terrible, do not participate
North Dakota <i>April</i>	Marman	\$2,600	16 interviews, 1 intent	B	Need another recruiter, well attended fair
Tacoma Job Fair <i>April</i>	Kate	\$4,160	25 interviews, 3 intents	B	Weak this year, but should attend again
Minnesota ATP <i>April</i>	Graff	\$7,340	30 interviews, 1 intent	C	Good PR w/ other AK districts, not a lot of Spec Ed this year

Recruitment Trip Analysis 05-06, continued

*Grade based on productivity vs. cost;

A-great, B-good, C-ok, D-poor, F-worthless

Trip/Date	Lead	Cost	05-06	Grade	Rec for 06-07
New Mexico NM State, El Paso & U of Mexico April	Janice G.	\$4,250	16 interviews, 1 intent	C	Diverse candidates available, getting them to come is another story
Montana M. State and U of M April	Kate K.	\$3,400	18 interviews, 2 intents	B	Not good for diversity, both well organized, good networking

- Greater detail on the trips is available from the recruitment logs (see sample in the appendix).
- Only the “lead” recruiter was identified, but the District is in great debt to a number of principals and supervisors who served as recruiters for the ASD on these trips. Working a job fair or University site is *not* easy work and HR greatly appreciates their efforts and time.
- Thirteen “interview/recruiting” trainings were provided in the fall of 2005 and over 95 principals and supervisors participated.
- Although interviews and intents were identified as the chief indicator of productivity, networking and visibility as an employer can often motivate candidates to apply long after the fair or event has ended.

Have we meet the assumptions and goals of the 05-06 Recruitment Plan?

- We established a baseline pool of 900 applicants (understanding the caveats associated with that number). To compare that with the previous half-paper/half-online process is inappropriate. Having said that we are confident that we have more “actual” candidates available for principals to select from in the online system.
- We still have significant issues in attracting special education, related services, and immersion teachers, and high school content specialists (math/language arts) after the school year starts. Special education and related services hold special challenges and as a district we are not alone in dealing with this shortage. With increased attention, fall recruiting, and budget based staffing we hope to meet this goal in 2006-07. Immersion shortages are extremely difficult due to the inability of some superb native speaking candidates to procure Alaska teaching certificates. High school content areas caught HR off guard, as we had both math and science frozen (return from leave and intent hires to be placed) well into August. That is to say we were unaware of the need until October. It appears as though we under recruited especially in the math content area.
- We successfully met need requirements in the following areas:
 - Art
 - Librarian
 - World Languages (not immersion)
 - Elementary Principals
- Since Title VII prohibits HR from being knowledge about the ethnicity of the applicant we are unclear until they become employees whether or not we have increased the pool sufficiently to help diversify the certificated work force. Two indicators seem to show that we have: 1) with the exception of African American, we essentially hired minority employees at the same ethnic proportion as the “pool” of candidates; and 2) the percentage of white certificated hires decreased.
- We marketed the ASD extremely well. We appreciated the collaboration and support of the Communications Department. We need to continue to increase the professional nature of our presentations, job fairs and university contacts. This requires quality marketing tools, trained professionals conducting the recruitment, continued diversification of our methods, and constant assessment of our recruitment efforts.

2005-06 General Recruiting Observations

- Job fairs vary dramatically from year to year, as to quality and productivity.
- The number of applicants at most of the fairs was down from past years.
- The huge commitment to move to Alaska is the first and largest hurdle that must be overcome in recruiting outside candidates.
- Distance from family, relocation costs, relocation “how-tos,” old horror stories about the cost of living, weather, darkness, and the unknowns in moving to Alaska are barriers to recruitment and “honored” intents.
- There did not appear to be concern by applicants about potential strike issues.
- Very limited concern or questions about the new retirement system.
- Salary competitiveness varied greatly from area to area.
- Special Ed, ESL, HQT, or straight signing bonuses were all commonly advertised.
- There appeared to be a higher number of “no-shows” at recruitment fairs.

2006-07 Recruitment Recommendations

- **The Recruitment Ad Hoc Committee should review the 2005-06 report and make recommendations for adjustments to the 2006-2007 Recruitment Plan.**

Having said that, the following recommendations are suggested for consideration:

- The “intent” offering protocol needs to be reexamined and fine tuned to avoid any “over-intending” in a particular area, while various teams are out on the road.
- The intent form needs to be revised to provide an area for placement preference and the location where the intent was offered. Dialogue needs to occur around intent “signing,” versus “pending.”
- Pop-up banners need to be ready for 06-07; new travel recruitment totes; mail able CDs, tri-fold pamphlet, salary schedule sheets need to be updated and ready by November 2006.
- We should focus on providing more assistance in “getting to Alaska.” (Blogs, site referrals, etc.)
- Strongly consider Focused-Fall recruitment for hard to fill positions which still remain open (i.e., special, other content discipline areas) by targeting Spring graduates @ universities.

2006-07 Recruitment Recommendations, cont.

- 2006-07 recruitment trips should not be conducted without prior approval and agreement of the ASD Human Resources Department and Director of Staffing and Recruitment, so as to ensure accurate collection of data and continuity of effort.
- We recommend continuing with two online recruitment tools for 06-07 (teachers.teachers.com and Alaska Teacher Placement).
- There is a need for more monitoring and focus on current internet recruitment tools. More personal “follow-up” to the interest generated from those sites may be as effective as some of the recruitment trips we participated in during 2005-2006.
- Certificated advertising dollars were limited to job fair publications, professional journals, or specific targeted publications (Japanese Immersion). These issues will need to be examined as we develop the 06-07 plan.
- Analyze the “bang-for-the-buck” of trips conducted during the last hiring season.
- Refocus some resources toward easing the application process through streamlined web application and more effective processing of the applications.

2005-06 Anchorage School District Certified Recruitment Plan Assumptions and Resource, Systems, and Accountability Issues

Assumptions:

- We recruit to increase the applicant pool
 - Which allows us to have a better chance of finding the best possible candidates for the job
- We recruit to provide mandated services
 - Which allows us to fill all vacant positions
- We recruit to diversify the work force, per Board goals
 - Which allows us by targeted intents and a larger pool to provide a diversified applicant pool for supervisors to interview
- We recruit because we are in a competitive market
 - And need to increase our viability as an employer of choice
 - Local universities can only provide 25-35% of the necessary certified work force on any given year
 - Although the Anchorage School District is an incredible district to work for -- with a large number of working conditions and benefit advantages -- rural and smaller Alaskan Districts do have some competitive advantages working in their favor, which are difficult for the ASD to compete against (i.e., early staffing patterns, different wage/compensation packages that look more attractive, quicker decision-making processes, etc.).

Resource issues:

The attached plan identifies activities and initiatives that we currently are funded to carry out. The areas are funded through HR operating, Special Education, or Title II NCLB grant dollars. Items identified as funded by Title II may not be funded and carried out, if 04-05 "carry-over" dollars are not allocated to HR Recruitment.

The current recruiting budget associated with this plan breaks down as follows:

- | | |
|--|----------|
| • Human Resources Department Operating Budget: | \$66,650 |
| • Special Education/Related Services Operating Budget: | \$76,500 |
| • Title II NCLB Carryover Funds: | \$70,000 |

Title II Recruitment and Retention funds pay for a Recruitment Coordinator and an administrative assistant position. Those positions also spend a great deal of time working on other HQT NCLB issues. The Recruitment Coordinator has also become the certificate "expert" and performs other recruitment related Human

Resource functions. One other administrative assistant and ACE IV position are dedicated to the hiring process, maintenance of NOVUS applicant data, and other certificate staff hiring practices.

Systemic issues:

Issues such as timely (early) staffing meetings, pink-slipping, labor actions, competitive compensation packages, an effective web hiring presence, and the like, are all issues that are included in the plan as goal areas that would increase our applicant pool and better meet our needs.

There are differences between the methodologies used to recruit certified and classified employees. The certified process most commonly utilizes a "pooled" concept to generate an applicant pool from which all Principals can draw teachers and related services candidates to interview for vacancies at their schools. The recruitment efforts are designed to establish a strong and diverse pool to meet this end. The classified recruitment effort focuses on individual position vacancies. Each position is posted individually according to contract and advertised to generate an applicant pool for that specific position. The recruitment sources are varied and specific to the type of position being filled. The recruitment plan contains aspects of both the certified and classified recruitment efforts; however, the plan is primarily focused on ASD's certified recruitment processes. The HR Six Year Plan speaks to increasing the plan's focus on classified issues in 2006-07.

Accountability issues:

To ensure that we are using our funds in the most effective and efficient manner the HR Coordinator will:

- Assemble a yearly Recruitment Report for the Executive Director of Human Resources and Superintendent in October of 2006 that examines the data pertinent to the Recruitment Plan for the previous year.
- The yearly Recruitment Report should include (but not be limited to):
 - Number of new teaching hires
 - Number of retired teacher hires (<.49 and >.49)
 - "Intent" follow through data
 - Teacher Preparation program background of our new hires
 - Where our new hires "heard about the ASD"(as collected through new employee surveys and online tools such as NOVUS and Teacher.Teacher.com)
 - Interactive online tool data (do our online services work in attracting new teachers)

- Job Fair, Conference, and other face-to-face recruiting data (which recruitment trips, job fairs, etc. actually result in new employees?)
 - Baseline data of the size and scope of teachers “eligible for hire” in our NOVUS application and transfer tool
 - Baseline data of the diversity of our applicant pool, as determined by EEO
 - Data relative to “hard-to-fill” job categories (as identified by the 05-06 Recruitment Plan)
 - Analysis (through the Recruitment Report and the HR Six-Year Plan evaluation of how we did, relative to targeted HR recruitment goals.
- To ensure accountability and “buy-in” this 2005-06 Recruitment Plan was developed collaboratively with representatives from all five Instructional Divisions, the classified and certified Human Resources departments, EEO, Special Education, Related Services, World Languages, Music, Art, Assessment and Evaluation, Instructional Technology, Indian Education, and the Bilingual/ESL department. That ad-hoc committee will continue to meet in September of 2006 to assess the 2005-06 results and make recommendations for modifications, deletions, and additions.
 - As part of the plan we will use MLP to track our recruiting travel, collect copies of all intent letters in HR, and mandate use of the Recruitment Log to help assess success. All tools will be centrally maintained in the Human Resources Teacher Applicant Tracking Center.

ASD Certificated Recruitment Plan 2005-06

JOB FAIRS/UNIVERSITY INTERVIEWS				
OBJECTIVE				
Attend job fairs and interview at university sites to provide an ASD presence and to attract new applicants, both certified and classified				
<i>Activities supporting the objective</i>	<i>Individual or department on point</i>	<i>Timelines of implementation</i>	<i>Evaluation tool(s) to determine objective attainment</i>	<i>Current Budget</i>
In Alaska				
ADN Fall Job Fair	Human Resources – Lisa Lockard, Joy Chastagner, Russ Ament, Kate Konopaasek	Sept. 2005	MLP/Recruiter's Log	HR Internal
APU Recruitment Presentation to APU and Outside COE students	Human Resources – Kimberly Huseman	Oct. 25, 2005	MLP/Recruiter's Log	HR Internal
Alaska Native Professional Association Job Fair	Human Resources – EEO - Classified/Certified Joy Chastagner, Maggie Davis, Lisa Lockard, and Russ Ament.	Oct. 25, 2005	MLP/Recruiter's Log	HR Internal
Joint Forces Military Job Fair – Fort Rich	Human Resources – EEO Classified/Certified – Lisa Lockard, Joy Chastagner, Val Woods	Oct. 26, 2005	MLP/Recruiter's Log	HR Internal
Veteran's Job Fair	Human Resources – EEO Classified/Certified – Joy Chastagner, Lisa Lockard, Margo Bellamy, Russ Ament.	Nov. 10, 2005	MLP/Recruiter's Log	HR Internal
Anchorage Daily News Spring Job Fair	Human Resources – Classified/Certified	March 2006	MLP/Recruiter's Log	HR Internal and HR RB 500

ASD Certificated Recruitment Plan 2005-06

<i>Activities supporting the objective</i>	<i>Individual or department on point</i>	<i>Timelines of implementation</i>	<i>Evaluation tool(s) to determine objective attainment</i>	<i>Current Budget</i>
Anchorage City Wide Job Fair	Human Resources – EEO Classified and Certified	March 2006	MLP/Recruiter’s Log	HR RB 200
UAA/APU Graduates Job Fair	Human Resources – Kate Konopasek and Interviewers	April 2006	MLP/Recruiter’s Log	HR RB 6,000
Alaska Teacher Placement Job Fair @ Captain Cook Anchorage	Human Resources – Kate Konopasek and Human Resources Screening Interview Team	April 12, 13, 14, 2006	MLP/Recruiter’s Log	HR RB 1,000
Alaska Teacher Placement Job Fair @ Fairbanks	Human Resources – Kate Konopasek and Human Resources Screening Interview Team	June 2006	MLP/Recruiter’s Log	HR RB 1,500
Other Job Fairs as announced				HR RB 1,000
			TOTAL HR BUDGET	10,200

Out of Alaska				
<i>Activities supporting the objective</i>	<i>Individual or department on point</i>	<i>Timelines of implementation</i>	<i>Evaluation tool(s) to determine objective attainment</i>	<i>Current Budget</i>
Atlanta/Orlando Interviews	EEO – Margo Bellamy	November 2005	MLP/Recruiter’s Log	HR RB - 1,100
National Institute of Aerospace Virginia J. Fair	EEO – Margo Bellamy and TBA	February 15-17, 2006	MLP/Recruiter’s Log	HR Title II 4,000
Detroit Michigan	EEO – Margo Bellamy and Rhonda Gardner	February	MLP/Recruiter’s Log	HR RB 3,000

ASD Certificated Recruitment Plan 2005-06

<i>Activities supporting the objective</i>	<i>Individual or department on point</i>	<i>Timelines of implementation</i>	<i>Evaluation tool(s) to determine objective attainment</i>	<i>Current Budget</i>
TESOL Conference San Antonio	Human Resources – Kate Konopasek and TBA	March 2006	MLP/Recruiter's Log	HR Title II 4,000
University of Texas	Human Resources - Bilingual	March 2006	MLP/Recruiter's Log	HR Title II 2,000
Central Florida	TBA	March 2006	MLP/Recruiter's Log	HR Title II 4,000
Minority Expo New York City	EEO – Margo Bellamy	April 2006	MLP/Recruiter's Log	HR Title II 5,000
Buffalo New York	Human Resources - TBA	April 2006	MLP/Recruiter's Log	HR Title II 4,000
Greater Denver Teacher Fair	Human Resources – Kate Konopasek and TBA	April 6 & 7, 2006	MLP/Recruiter's Log	HR Title II 3,000
Portland Job Fair	Human Resources – Kate Konopasek and TBA	April 4 & 5, 2006	MLP/Recruiter's Log	HR RB 3,000
Arizona University Site Interviews	Human Resources – Jim Cox	April 2006	MLP/Recruiter's Log	HR RB 2,000
WA Educators Job Fair Spokane	Human Resources – TBA	April 11, 2006	MLP/Recruiter's Log	HR RB 4,000
WA Educators Job Fair Tacoma	Human Resources – TBA	April 18, 2006	MLP/Recruiter's Log	HR RB 4,000
Minnesota Universities Job Fair (ATP-AK only)	Human Resources – Kate Konopasek and TBA	April 2006	MLP/Recruiter's Log	HR RB 4,500
Albuquerque Interviews	Human Resources – Dolores Solano and TBA	April 2006	MLP/Recruiter's Log	HR Title II 3,000
UCLA, Long Beach, Marymount) Career Roundup Los Angeles	EEO – Margo Bellamy Classified and Certified	April 2006	MLP/Recruiter's Log	HR RB 4,000

ASD Certificated Recruitment Plan 2005-06

<i>Activities supporting the objective</i>	<i>Individual or department on point</i>	<i>Timelines of implementation</i>	<i>Evaluation tool(s) to determine objective attainment</i>	<i>Current Budget</i>
Target University per hard to fill placement	TBD by Related Services, Special Education, Music in December	January to March 2006	MLP/Recruiter's Log	HR Title II 5,000
NASSP Conference, Reno Nevada	TBD Trained Principal Interviewers	March 17-19, 2006	MLP/Recruiter	HR Title II 2,500
NAESP, San Antonio, Texas	TBD Trained Principal Interviewers	March 31-April 4, 2006	MLP/Recruiter	HR Title II 2,500
North Dakota Education Connection UND	Human Resources - TBA	April 21, 2006	MLP/Recruiter's Log	HR Title II 2,500
University of Montana @ Missoula and Billings	Human Resources – Kate Konopasek and TBA	April 23 & 24, 2006	MLP/Recruiter's Log	HR Title II 4,000
Recruitment tables at ASHA National Convention	TBA	November 2006	MLP/Recruiter's Log	HR Title II 2,500
Recruitment tables at NASP National Convention	Diane Poage and TBA	April 2006	MLP/Recruiter's Log	HR Title II 2,500
Other Recruiting "Side Efforts" attached to other ASD employee travel	TBA and approved by the Recruitment Coordinator	Aug. 2005 to July 2006	MLP/Recruiter's Log	HR RB 2,500
TOTAL HR BUDGET				28,100
TOTAL Title II BUDGET				60,600

ASD Certificated Recruitment Plan 2005-06

RECRUITMENT TRAINING AND SCREENING INTERVIEWS

OBJECTIVE
Provide training for recruiters who are traveling to inside and outside recruiting efforts about expectations and empowerment

<i>Activities supporting the objective</i>	<i>Individual/department on point</i>	<i>Timelines of implementation</i>	<i>Evaluation tool(s) to determine objective attainment</i>	<i>Current Budget</i>
Screening Interview question update	Human Resources Screening Interview Committee	Oct/Nov 2005	Final Product	HR Internal
Training for outside recruiters	Human Resources – Robb Boyer	December 2005	MLP	HR Title II
Training for screening interviewers	Human Resources – Kate Konopasek	January 2006	MLP	HR Title II
Training for screening interviewers	Human Resources – Kate Konopasek	February 2006	MLP	HR Title II
Ongoing systemic screening interview process	Human Resources – Sitting Principals, Retired Principals EDL Students, Human Resources Personnel	Year Round	NOVUS	HR Internal and HR RB 10,000
Screening interview updates (tech and assessment requirements)	Human Resources, Instructional Technology, Assessment and Evaluation – Robb Boyer, Pam Lloyd, Laurel Vorachek.	November 2005 to April 2006	Interview process changed to increase tech and assessment entry level proficiency	HR, AE, IT Internal Potential budgetary item for 2006-07
TOTAL HR BUDGET				10,000

ASD Certificated Recruitment Plan 2005-06

ADVERTISING AND PROMOTION				
OBJECTIVE				
Use print, web, and other communication tools to attract applicants to the ASD.				
<i>Activities supporting the objective</i>	<i>Individual/department on point</i>	<i>Timelines of implementation</i>	<i>Evaluation tool(s) to determine objective attainment</i>	<i>Current Budget</i>
ASD HR Certified Web Page Update to ease access to NOVUS	Human Resources - Kate Konopasek & Dolores Solano w/ Kathy Griffith from Communications	October to February	Increased pool	HR Internal
ASD Expect the Best Publication (2,000 copies)	Communications- Roger Fiedler	Published November Used Year Round	TBD	Comm. Dept. Internal
Welcome to the ASD CD	Human Resources & Communications – Kate Konopasek	January 2006	TBD	Comm/Hr 300
Welcome to the ASD CD – Special Ed Version	Human Resources, Special Education & Communications – Kate Konopasek	January 2006	TBD	Comm/HR 200
Anchorage Daily News Ads	Human Resources Classified – Russ Ament	Year Round	Single/multiple position advertising -Position filled	HR RB 10,000
Recruitment banners, (3) Display Boards, ASD marketing tools, and recruitment material	Human Resources – Kate Konopasek, Suzanne Miller Communications – Michelle Egan	Year Round	Branding and Networking	HR Title II 6,000

ASD Certificated Recruitment Plan 2005-06

<i>Activities supporting the objective</i>	<i>Individual or department on point</i>	<i>Timelines of implementation</i>	<i>Evaluation tool(s) to determine objective attainment</i>	<i>Current Budget</i>
Advertisements specific to open positions, i.e., AERA, Ed Week	Human Resources – Russ Ament	Year round by need	Single position ad – Job filled?	1,500 HR Title II
Minority Expo Ad in Conference Handbook	Human Resources/EEO	One time	Networking	HR Title II 2,500
American Association for Employment in Education Membership	Human Resources – Kate Konopasek	Yearly Subscription	Networking	HR RB 250
Mail out flyers to training universities	Speech, Psychology	TBD	TBD	HR/EEO/ & RS Internal budgets
Full yr. sponsor internships	Psychology	Full year 3 people	Interns hired into the District as School Psych	RS Internal Budget \$72,000
Short term sponsor internships for Speech and Related Services	Psychology and Speech	Year round	3-5 people per year	RS Internal Budget
Advertisement in trade journals: NASP, ASHA, OT, PT, BUI, and State OT/PT	Psychology, Speech, and Human Resources	One time, but all year	Where did you find us?	RS RB 3,500
Job Service	Human Resources – Russ Ament	Year round	Single position – Job filled?	HR Internal Budget
Centralize a Marketing Plan and unified campaign (community connections)	Spec Ed, Related Services, HR, Communications	December – February	Final campaign strategy and product	ASD Internal
TOTAL HR BUDGET				10,750
TOTAL Title I Budget				10,000

ASD Certificated Recruitment Plan 2005-06

ONLINE RECRUITING				
OBJECTIVE				
Use online recruiting tools to attract candidates to apply for positions and then use those contacts for ASD recruiters to close the deal for qualified applicants.				
<i>Activities supporting the objective</i>	<i>Individual or department on point</i>	<i>Timelines of implementation</i>	<i>Evaluation tool(s) to determine objective attainment</i>	<i>Current Budget</i>
Postings of PVAs to ASD Human Resources Web Site	Human Resources – Kate Konopasek, Russ Ament (classified)	Yearly	Positions filled	HR Title II
Job Postings to Websites for OT/PT's, and Speech	Related Services – Diane Poage	Spring 2006	TBD	RS RB 1,000
ASD NOVUS Online Application Process	Human Resources –Robb Boyer, Debi Larijani, Vacant Support Position, NOVAS Steering Committee	Year Round	Increased applicant pool	HR Internal Title II Funded ACE 4 position
Teacher.Teacher.Com	Human Resources – Kate Konopasek /Suzanne Miller, Art, Music, World Languages, Spec Ed, Bilingual, other depts.	Year Round	Increased applicant pool Hired applicants who came to us through TTC	HR RB 5,000 (due in January 06)
Alaska Teacher Placement (ATP)	Human Resources – Kate Konopasek /Suzanne Miller	Year Round	Increased applicant pool Hired applicants who came to us through ATP	HR RB 2,500
Spring ATP Virtual Job Fair	Human Resources- Kate Konopasek	February 2006	Increased applicant pool who came to us through the Virtual Fair	HR RB Via ATP
TOTAL HR BUDGET				7,500
TOTAL RS BUDGET				1,000

ASD Certificated Recruitment Plan 2005-06

IDENTIFYING NEED				
OBJECTIVE				
Identify the most significant areas of certified hiring need and recruit for individuals who fill those needs.				
<i>Activities supporting the objective</i>	<i>Individual/department on point</i>	<i>Timelines of implementation</i>	<i>Evaluation tool(s) to determine objective attainment</i>	<i>Current Budget</i>
Needs Assessment to determine if the targeted areas decided upon by the committee are accurate	Human Resources, Training & Professional Development, A&E – Robb Boyer, Colleen Stevens, Danise Podvin	January 2006	MLP or Zoomarang Survey	HR, TPD, A&E Internal
Targeted Need Areas determined by Recruitment Plan Committee. Original list of areas provided by HR as a jumping off point and fleshed out by the Committee.	Human Resources and Committee	November 17, 2005	Recruitment Plan Meeting of November 17, 2005	HR and ASD Internal

Targeted Need Areas (as identified by program directors and current NOVUS applications):

All candidates should be:

- **Qualified and exemplary candidates, before all other considerations.**

ASD Certificated Recruitment Plan 2005-06

Throughout the recruiting recruiters should apply individual focus on:

- Diverse ethnicity
- Diverse gender (i.e., male elementary, female math)

Mandated need areas:

- Speech Pathologist
- School Psychologists
- Blind and Visually Impaired Teachers
- Special Education Teachers (all areas)
- Occupational and Physical Therapists

Hard to fill discipline areas:

- World Language teachers
- World Language (native-speaking) immersion teachers
 - Japanese
 - Russian
 - Spanish
 - Inupiat
- Bilingual/ESL teachers
- Bilingual/ESL counselors
- Librarians
- Orchestra
- Art

Hard to fill leadership positions:

- Elementary Principals
- Assessment and Evaluation

ASD Certificated Recruitment Plan 2005-06

INTENT OFFERING PROTOCOL				
OBJECTIVE				
Identify the process by which "Intent to Hire" paperwork is issued to applicants we want to hire.				
<i>Activities supporting the objective</i>	<i>Individual and department on point</i>	<i>Timelines of implementation</i>	<i>Evaluation tool(s) to determine objective attainment</i>	<i>Current Budget</i>
Intent protocol memo of understanding developed and distributed to recruiters and department heads	Human Resources Robb Boyer in collaboration with Instructional Divisions Executive Directors	December 2005	"Intent Offering Data base" maintained by HR	HR Internal

Suggested protocol:

- Only nine people in the District be authorized to sign "intents" to hire:
 - Carol Comeau, Superintendent
 - Kate Konopasek, ASD Recruitment Coordinator
 - Jerry Sjolander, Executive Director of Special Education
 - Patricia McRae, Executive Director of Elementary
 - Mike Henry, Executive Director of High School Education
 - Leslie Vandergaw, Executive Director of Middle School Education
 - The four Executive Directors may assign a single designee to sign intents in their stead
 - Enid Hunter, Executive Director of Curriculum and Instructional Support
 - Robb Boyer, Director of Human Resources, Staffing and Recruitment
 - Robb Boyer may assign a single designee to sign intents in his stead when there are recruiting teams attending events that are running at the same time
 - Margo Bellamy, Director of Equal Employment Opportunity

ASD Certificated Recruitment Plan 2005-06

- The authorized signers must have prior approval before signing an intent letter in an area they do not directly supervise. For example, Robb Boyer would need to have approval from Mike Henry before signing an intent letter for a high school teacher. Approval may be garnered globally (i.e., Mike says, “I trust you at any time to sign a letter,” or may need to be done individually at the time of each letter. Phone and/or approval is sufficient, but should be documented on the intent letter.
- Intent letters may be issued from December 1 of 2005 through October of 2006.
- Intent letters must be presented as a serious commitment to the applicant signing the intent, as they are a commitment by the District to find them a position.
- A copy of the intent letter must be filed with the Human Resource Recruitment Coordinator to maintain a District wide database for the 2005-06 Recruitment Plan Report intended to be submitted to the Superintendent in October of 2006. From December through June the following number of intent letters may be extended. Subsequent to June the intent numbers will be modified and reannounced, depending upon spring and early summer staffing.

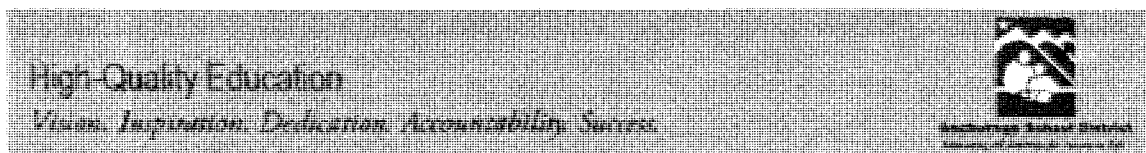
• Special Education	75
• World Languages	8
• Librarians	4
• High School Core Disciplines	10
• Middle School Core Disciplines	10
• Elementary (Gender/Diversity)	10
• Music	10
• Art	5
• Bilingual/ESL	10
• Diversity purposes (EEO)	10
• Related Services	<u>10</u>
	162

ASD Certificated Recruitment Plan 2005-06

“SYSTEM ISSUES” IMPACTING RECRUITMENT				
OBJECTIVE				
Identify current ASD practices. Policies and procedures that impact recruitment.				
Collaboratively work to find solutions that minimize or eliminate those negative impacts.				
<i>Activities supporting the objective</i>	<i>Individual and department on point</i>	<i>Timelines of implementation</i>	<i>Evaluation tool(s) to determine objective attainment</i>	<i>Current Budget</i>
Address the extended leave practice, so as to create a more accurate sense of how many intents actually can be offered (i.e., improved leave request form, closely monitoring of repeated leaves, hold fast to announced contractual requirements for announcing return, etc.)	Human Resources Robb Boyer, Amanda Beaujean., Executive Directors, Principals	December 2005 to March 2006	Reduced number of LWOP potentially holding positions that could be filled by new applicants	HR Internal
Move the divisional spring staffing meetings earlier in the year	Human Resources Robb Boyer, Budget, Executive Directors	December 2005 to March 2006	Early spring staffing	HR Internal
Identify more “personal recruitment” connections and opportunities available to all ASD recruiters	Human Resources Kate Konopasek-certified, Russ Ament-classified	Ongoing	List of potential recruiting locations (i.e., Career groups, CITC, career counselors on base, Troops to Teachers, etc.)	HR Title II and ASD Internal
Hiring Process improvements (i.e., automated 502 process, NOVUS upgrades implemented, more efficient paper flows, , supervisor hiring process	Human Resources Robb Boyer, Russ Ament, Human	August 2005 to Ongoing	HR hiring process survey baseline in Spring 2006	HR Internal and Title II

ASD Certificated Recruitment Plan 2005-06

trainings, etc.)	Resources team			
<i>Activities supporting the objective</i>	<i>Individual or department on point</i>	<i>Timelines of implementation</i>	<i>Evaluation tool(s) to determine objective attainment</i>	<i>Current Budget</i>
Continued work with NCLB Paraprofessional career ladder support past the two year support provided by Title I through tuition compensation	Human Resources, Kate Konopasek, Title I	December to March 2006	Analysis of the number of likely teachers developed through the NCLB Title I support of their AA degree	HR Internal, Title I NCLB
Investigate various “grow your own” future teacher projects that might develop a cadre of future teachers for the ASD	Culturally Responsible Curriculum Committee, Title I	December to August 2006	Project developed, implemented, and assessed	CIS Internal, Title I NCLB



Recruiter's Certified Log Sheet 2005-06 Staffing Season

Log Sheet submitted by: _____

Date submitted: _____

This log is to be completed by the Lead Recruiter following each recruiting event both in and out of state. Turn this form into HR along with other applicant information.

Date of Job Fair/Conference: _____

Name of Job Fair/Conference: _____

If more than one institution was represented at the job fair or conference, list them here: (provide attachment if more room is needed)

Location: _____

City	State
-------------	--------------

Recruiter(s):	Name	Phone

Attach the sign-in sheet of interested candidates to the back of this Log Sheet.

Number of potential candidates: _____

Number of candidates interviewed: _____

Number of intents offered: _____

List names of applicants offered an Intent: _____ Subject Areas

Did any member of the team conduct hotel interviews? ___ Yes ___ No

If yes, which hotel: _____

How many interviews: _____

Comments: (Use this section to discuss issues relative to the organization, staffing, and other issues associated with the job fair or conference that will help the administration decide whether to participate in this event in the future.) 1=Strongly Agree, 2=Agree, 3=Neutral, 4=Disagree, 5=Strongly Disagree, N/A=Not Applicable

	1	2	3	4	5	N/A
The event was well organized.						
The event was well attended by applicants.						
The event had candidates who were interested in our hard to place positions.						
The event provided good value for the dollar, relative to the cost to attend and applicants recruited.						
The event was important from a networking prospective.						
The event provided good visibility for the Anchorage School District.						
We should attend this event in future years.						
We need more recruiters at this specific event.						

Please provide any additional anecdotal comments below:

Please check that you have completed the following:

- I have submitted travel authorization paperwork to HR Applicant Tracking Center and Accounting.
- I have submitted a copy of any intent letter to HR Applicant Tracking Center.

Signature of head recruiter submitting this Log Sheet: _____

NAME	SURVEY COMMENTS- HIRING/RECRUITMENT EASIER?
AGUILAR	NO COMMENT
ALLEN, A	MORE INFORMATION/GUIDANCE THROUGH THE APPLICATION, CERTIFICATION INTERVIEWING, ETC. PROCESS; UNABLE TO REACH ANYONE BY PHONE...OR TO PROMPTLY RETURN CALLS
ALLEN, K	NO COMMENT
ANDERSON, D	NO COMMENT
ANDERSON, K	NO COMMENT
APKA	UPFRONT INFO. REGARDING NOT PAYING INTO SOC. SECURITY, ETC.
APPLE	NO COMMENT
ATKINSON	NO COMMENT
BAGLEY	NO COMMENT
BALLARD	INFORM APPLICANTS WHO INTERVIEW IF THEY DID NOT RECEIVE THE POSITION
BARK	EVERYONE...FRIENDLY SUPPORTIVE AND HELPFUL – THANK YOU!
BARNES	MORE USER-FRIENDLY PROCESS IN APPLYING AND FOR ASKING QUESTIONS REGARDING POSITIONS IN THE SC
BARNETT	HIRE BEFORE THE LAST MOMENT!
BERGM	EARLIER BUILDING PLACEMENT
BLANTON	NO
BLOCKCOLSKY	NO COMMENT
BLOOM	NO COMMENT
BORKOWSKI	... TO HAVE SOME WAY TO TRACK THE PROGRESS OF AN APPLICATION RATHER THAN JUST WAITING
BRADLEY	EXPLAIN THE PAYDAY CYCLES SO I COULD BUDGET MY MONEY
BRADLEY-FARMER	NO COMMENT
BREWER	NO
BRYERS, K	NO COMMENT
BRYERS, E	NO COMMENT
BUCKLEY	NO COMMENT
BURNETT	NO COMMENT
BUTLER	NO COMMENT
BYERLY	IF I HAD BEEN ABLE TO KNOW MY SALARY PRIOR TO STARTING NEW JOB
CALABRO	NO COMMENT
CAMPBELL, J	NO COMMENT
CAMPBELL, S	NO COMMENT
CANADA	NO COMMENT
CARLEN	NO COMMENTS
CARBAJAL	NO COMMENTS
CAVANAUGH	NO COMMENT
CHAMBERLAIN	NO COMMENTS
COHAN III	N/A
COLLIANDER	NO COMMENTS
COOPER	... MORE OPPORTUNITIES FOR SCREENING INTERVIEWS TO COMPLETE APPLICATIONS FASTER TO BE ON THE EL
DAVIS	NO COMMENT
DE BUSK	NO COMMENT
DECKER	QUICKER
DELANEY	NO COMMENT
DEMORE	EXPLAIN MORE CLEARLY THE STAFFING DAY AND HOW A SCHOOL DOES IT'S SELECTION/HIRING OF CANDIDA
DES ROCHEs	NO COMMENT
DIXON	HELP WITH MOVING COST
DUBBER	EARLIER HIRING SEASON/BETTER EXPLANATION OF HIRING PROCESS (WHAT TO EXPECT/WHEN)
DU BREY	N/A
DUNFORD	NO
EASTHAM	HIRE BEFORE 8/17
ECKER	...NOTHING I CAN THINK OF. IT WAS VERY HELPFUL TO INTERVIEW IN MARCH ON A VISIT
EDWARDS	NO COMMENT
EGGEN	NO COMMENT
EICHER	NO COMMENT
EISENRICH	NO COMMENT
ERDMANN	PAY FOR MOVING EXPENSES
FASSENBENDER	NO
FESER	HIRED EARLIER
FISCHER	?
FISHER	NO COMMENT
FROST	MY NAME APPEARED ON MY SCHOOL'S WEBPAGE AS A STAFF MEMBER BEFORE I HAD RECEIVED MY PHONE C,

GARDNER, A	NO COMMENT
GARDNER, H	PLEASE NOTIFY PEOPLE IF THEY DIDN'T GET A JOB THEY INTERVIEWED FOR.
GARDNER, P	NOPE, IT WAS OUTSTANDING!
GERONDALE	NO
GRAHAM	NO COMMENT
GRAVES	NO COMMENT
GREGER	NO COMMENT
GREY-LEVINE	NO COMMENT
GROGAN	NO COMMENT
GRUHL	NO COMMENT
HAGETER	NO COMMENT
HALL, B	IT WAS <u>GREAT</u>
HALL, M	NO COMMENT
HAMILTON	NO COMMENT
HALLFORD	TO INFORM APPLICANTS THEY MAY BEGIN PERSUING POSITIONS AFTER PASSING THE SCREENING INTERVIEW,
HARRIS	NO COMMENT
HENDRIX	NO COMMENT
HENRY	BE MORE EFFICIENT WITH THE TIME OF HIRING. BEING HIRED THE DAY BEFORE SCHOOL CAN BE STRESSFUL.
HESS	EVERYONE HAS BEEN HELPFUL AND SUPPORTIVE IN ANSWERING ALL OF MY QUESTIONS.
HINTZ	NONE AT THIS TIME
HOLLINGSWORTH	NO COMMENT
HOPKINS	NO COMMENT
HOUSE	NO
HUDESPETH	NO COMMENT
HUMPHRIES	NO COMMENT
HUNTER	NO COMMENT
JACOBSON	NO COMMENTS
JENSEN	LESS PAPERWORK
JOHNSON, A	NO
JOHNSON, L	I AM VERY IMPRESSED WITH THE PROFESSIONALISM SHOWN BY ALL THE SPED DEPT. AND OTHER WITH WHOM
JOHNSTONE	NO COMMENT
KALFAS COX	NO COMMENTS
KENNEDY	BEGIN THE HIRING PROCESS SOONER
KIRK	NO COMMENT
KLINGER	NO
KNOLL	EARLIER HIRE DATE FOR TEACHERS
KNUTSON	IT WOULD HAVE HELPED TO KNOW SOONER WHETHER OR NOT I WAS HIRED
KOEHLER	NO COMMENT
KONDRK	NO
KOSS	NO COMMENT
KRUEGER	NO COMMENT
LAMEBULL	NO COMMENT
INGRAM	
LANDERS	DO INTERVIEWS EARLIER IN THE YEAR, NOT LAST MINUTE
LANGE	THEY COULD HAVE GIVEN ME MORE THAN 8 DAYS TO COMPLETE AN ENTIRE RELOCATION FROM WA... REIMB
LANZARONE	NO COMMENTS
LAWTON	NO COMMENT
LESSEIG	THERE NEEDS TO BE MORE COMMUNICATION WITH PRE-HIRE CANDIDATES. THE POST-INTERVIEW WAIT IS <u>WA</u>
LICATE	NO COMMENT
LILLESTOL	THIS IS THE 3 RD YEAR I HAVE APPLIED TO ASDE. SINCE THE HIRING PROCESS IN ASK SEEMS SLOW AND CUMBER FEEL THE HIRING PROCESS IS ASK IS SLOWER THAN IN OTHER DISTRICTS
LOCKARD	PROVIDE MORE SUPPLIES OR A MODEST TEACHER SUPPLY BUDGET
LOSORDO-SANTO	NO
LOWE	TO BE MORE ORGANIZED
LOZANO	NO
LUBIN	MAKE AVAILABLE JOBS MORE CLEAR. WHICH PRINCIPALS NEED TEACHERS. SHOULD BE AVAILABLE SO IT IS
LUNDSTROM	THE STAFF HAS BEEN VERY HELPFUL
LUCHSINGER	IT WOULD BE NICE IF THEY STARTED HIRING IN THE SPRING INSTEAD OF WAITING UNTIL AFTER SCHOOL IS OU
MCALLISTER	NO COMMENTS
MCBRIDE-	NO COMMENTS
SPINELLE	
MCDONALD	HIRE EARLIER
MCLAUGHLIN	NO COMMENTS
MAKER	NO COMMENTS
MANNING	NO COMMENTS
MARTIN	NO
MASON	EARLIER HIRE DATE AND BETTER COMMUNICATION. MY NAME WAS ON THE SCHOOL'S WEBSITE 3 DAYS BEFOI CHANGED AS A RESULT
MAYER	NO
MERCER	NO

MENDOZA	PAID FOR RELOCATION, SHIPPING VEHICLE, PROVIDED HOUSING OPTIONS/INFORMATION NEAR SCHOOLS
MILWICZ	NO COMMENTS
MONTGOMERY	VERY MISLEADING SALARY SCHEDULE AND MORE LEVEL TIMELINE AWARENESS/ RELATING TO SALARY
MORRIS	NO COMMENTS
MOSQUITO	NO
MOWERY	NO COMMENTS
MUEHLENKAMP	NO COMMENTS
NAVIO	NO COMMENTS
NERLAND	NO COMMENTS
NEWSOME III	NO
ODENHEIMER	COMMUNICATION ABOUT THE PROCESS OF HIRING
OKULEY	NO
OLSON	NO COMMENTS
ONHMANN	I WAS NOTIFIED OF EMPLOYMENT VERY LATE IN THE SUMMER. I HAD TO GIVE MY EMPLOYER OF ALMOST A YEAR DIFFICULT
OSBORNE	VERY EASY PROCESS. ALL STAFF I SPOKE TO WERE HELPFUL. THANK YOU!
OSWALD	NO COMMENTS
PARCELS	A BREAKDOWN/EXPLANATION OF THE HIRING PROCESS/TIME LINE
PARKER	NO COMMENTS
PASTOS	YES, THE ASD ON-LINE APPLICATION ONLY ALLOWS ONE OPTION FOR SELECTING YOUR QUALIFIED PREFERRED POSITION
PELZEL-SMITH	TOO LONG TO HEAR WHETHER AN OFFER MADE - 2 WEEKS
PERRY, G	N/A
PERRY, M	OVERALL - <u>VERY</u> SLOW PROCESS
PFENNIG	NO COMMENTS
PLUMMER	NO COMMENTS
PONOMAREVA	NO COMMENTS
POUND	PAY - PREPARE US FOR A MONTH AND A HALF W/OUT PAY
POWELL	NO COMMENTS
PRUITT	NO COMMENTS
RAMSEY	HIRED EARLIER!
RAY	NO COMMENTS
REIMER	NO COMMENTS
REYNOLDS	NO COMMENTS
ROBERTS	... THE ASD JOB LIST WEBSITE WAS VERY HELPFUL IN KNOWING WHERE TO APPLY FOR CURRENT JOB OPENING
ROMINE	... VERY CLEAR AND ORGANIZED
ROOS	NO COMMENTS
ROWLANDS	NO COMMENTS
RUPP	NO COMMENTS
SANDHOEFNER, K	THE ONLINE APP. IS A LITTLE CONFUSING, WISH YOU COULD SAVE AND COME BACK TO IT
SANDHOEFNER, R	NO
SATO	MORE INFORMATION REGARDING STEPS REQUIRED TO BE CERTIFIED IN ALASKA
SATURNINO	IT'S REALLY GOOD FOR NOW
SCHIEDEL	NO
SEARS	NO COMMENTS
SEIGMUND	NO COMMENTS
SELLE	CONFUSION IN WHEN I WAS "ELIGIBLE" TO HIRE
SHURIGAR	NO COMMENTS
SICKS	NO COMMENTS
SINNOTT	NO COMMENTS
SMITH, E	NO COMMENTS
SMITH, S	NO
SPILKER	PROVIDE INFO ABOUT ORIENTATION/CONTRACT SIGNING EARLIER
STEIN	NO COMMENTS
STEWART	NO COMMENTS
STEVESON	HR COULD GIVE ACCURATE INFO. DURING HIRING PROCESS. (RE: WHEN/HOW/WHERE TO GET INTERVIEWS WITH)
STITELER	NO COMMENTS
SUMPTER	NO COMMENTS
SZAJKOWSKI	NO COMMENTS
TAYLOR	PLANNING IN CONJUNCTION WITH LOCAL UNIVERSITIES. WHY ARE SO MANY TEACHERS BEING BROUGHT IN FROM WORK?
THERIAULT	IF YOU COULD HAVE CLARIFIED THE FACT THAT SCHOOL SELECTION WOULDN'T HAPPEN UNTIL JUNE THAT WOULD BE NICE.
TINKCOM	NO, YOUR SIDE OF EVERYTHING WAS HANDLED NICELY! THANKS FOR BEING SO HELPFUL.
TYSON	WE CAME TO THE ARIL JOB FAIR HOPING TO BE HIRED BY ASK. SINCE WE HAD ALREADY PASSED OUR INITIAL TEACHERS WITH SPECIAL ED. CREDENTIALS. CONSEQUENTLY, THE JOB FAIR WAS A WASTE OF TIME AND MONEY
VANALSTINE	NO COMMENTS
VANG	NO COMMENTS
VICTORY	NO
WALKER, R	NO COMMENTS
WALKER, S	NO COMMENTS

WALLER	NO COMMENTS
WATERS	NO
WHINSTON	NO COMMENTS
WILSON	HOUSING ASSISTANCE
WIMETT	QUICKER NOTIFICATION OF HIRING DATE - 1 DAY TO GET ROOMS READY IS TOUGH
WISEMAN	PLACED ME AT A SCHOOL <u>MUCH</u> EARLIER!
YASENAK	NO COMMENTS
YOUNG	BY OFFERING A CONTRACT IN MAY WITH AN AUGUST START DATE WOULD HAVE ALLOWED ME SUFFICIENT TIME THIS BEEN DONE, I WOULD HAVE BEEN ABLE TO BEGIN WORK AT THE BEGINNING OF THE SCHOOL YEAR.
YOUNGBLOOD	NO COMMENTS
YOUNGREN	ACCEPT ALL MY YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE AND A LARGER SIGNING BONUS. MOVING VERY EASY TO MANAGE EVERYTHING BY PHONE AND/OR ONLINE BEFORE WE WERE HERE.
ZACHARY	
ZANE	NO
