



The challenge

Workforce

Training

Compensation

Pathway Support

Student
Impact

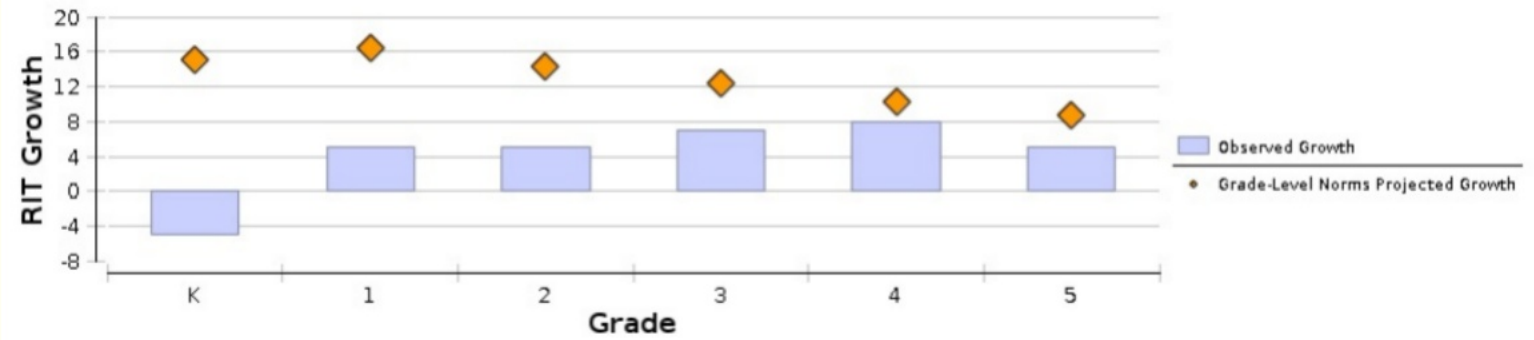
Proactive
Recruitment
and Hiring
to Prevent
Staffing
Shortages

The Challenge

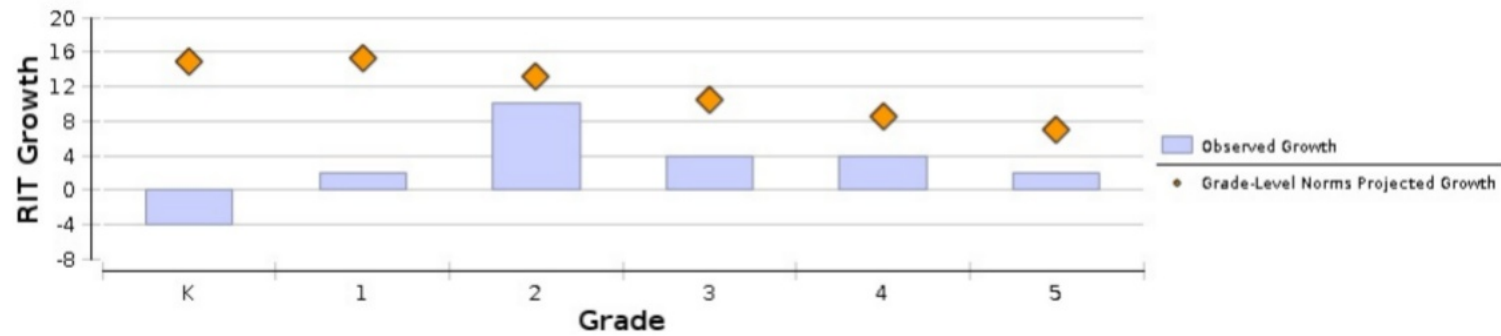
- constant state of sub shortages
- never ending recruiting
- substitutes on list pre-COVID didn't return post-pandemic
- classified staff leaving for fast-food positions
- staff working hard, yet student results lagging below expectations



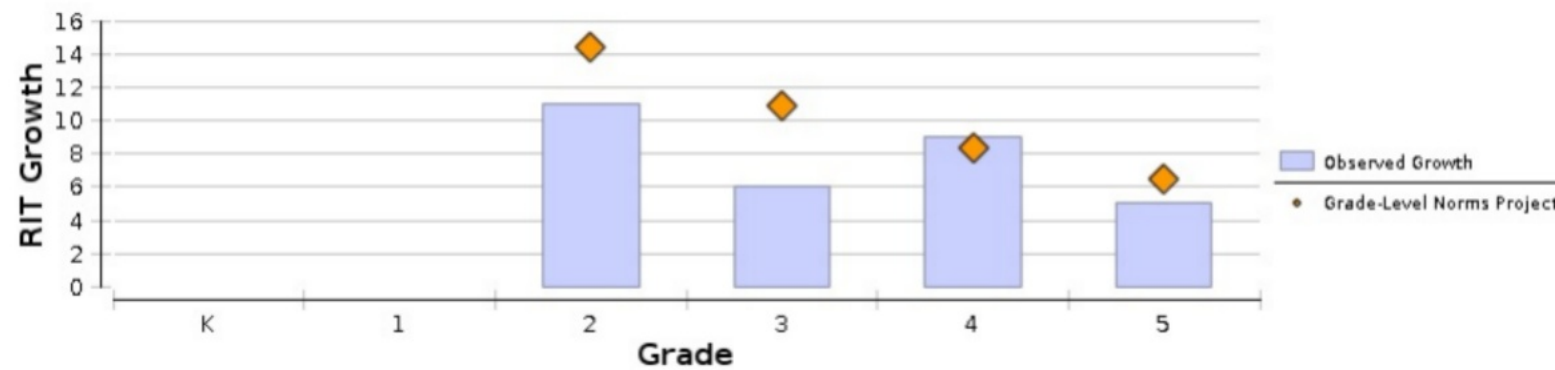
Math: Math K-12



Language Arts: Reading



Language Arts: Language Usage



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- Nearly half (45.16%) of our staff had Emergency/Restricted licenses
- Grow Your Own (growing for other districts)
- Dual language program requires bilingual staff
- 14% teachers of color, 72% students of color

Shift Thinking

What could a one:one classroom teacher:paraprofessional situation actually look like? What about one paraprofessional per content area 6-12?

What could organization look like with more opportunities to grow?

What would it cost to hire full time roaming subs to support our needs?

- UHS Average 3.43
- CBMS Average 0.10
- MHES Average 0.03
- District Average 1.18

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Shift Thinking



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Paraprofessional Instructional Coach

40 Hours to
Certify



Monthly
Trainings

Monthly Trainings



Paraprofessional Instructional Coach

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Monthly
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Money Talks

- \$2/hour bonus- SIA process
- \$18.91 (first year) sub pay and flat rate (\$19.62 current)- negotiations (\$18.02 benefits cost/hour)
- Opportunities for strong paraprofessionals to sub in classrooms (unpaid leave from contracted positions to do so)
- Training provided universally for all curriculum and intervention programs



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Pathway Support

- Ed Assts get additional tuition reimbursement if pursuing a teaching program. Partnerships with BMCC and EOU.
- High School Grow Your Own
- Flat Rate Pay
 - 18 educational assistants in a week with the added pay and support
- 28.57% para-educators of color
- 24.5% bilingual paraeducators

Teachers hired in past three years:

- 35.3% educators of color (22.6%)
- 29.4% bilingual (26.9%)
- 23.5% alumni (22.5%)



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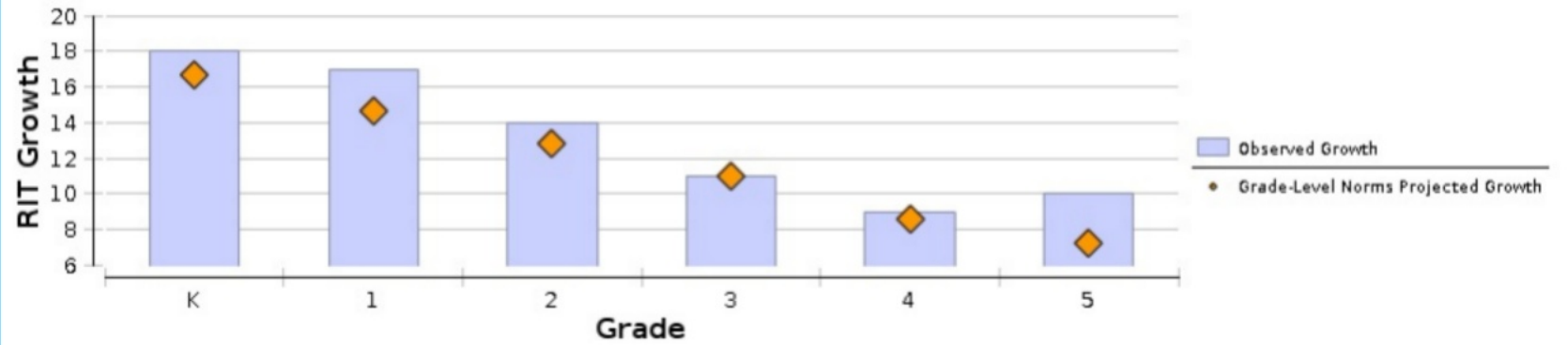
Compensation

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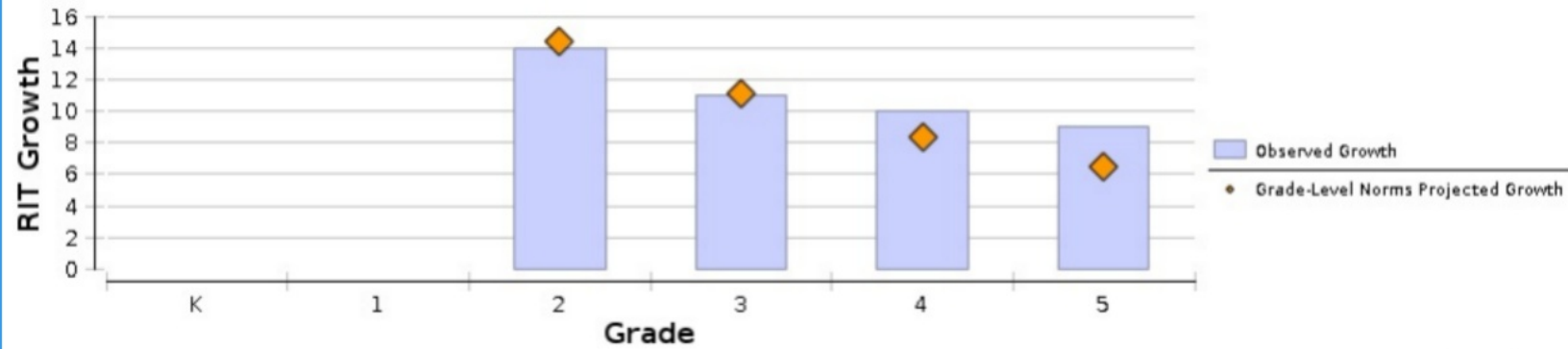
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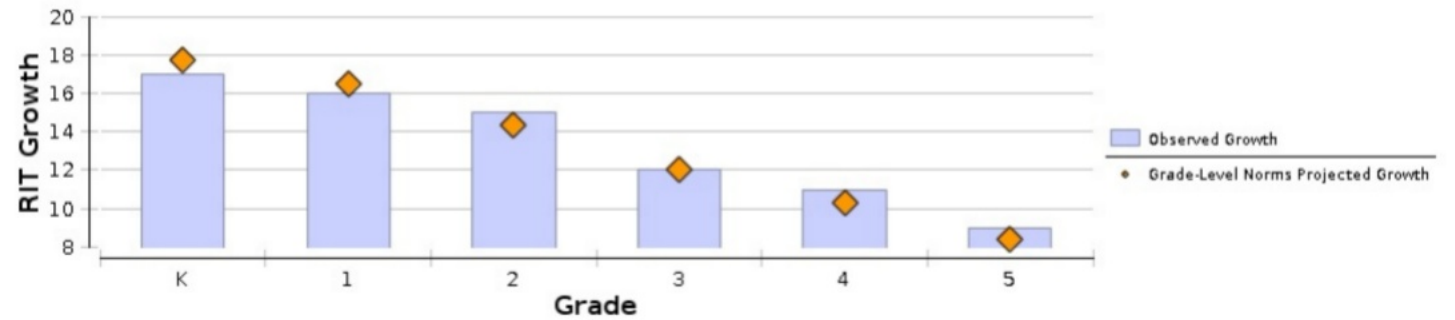
Language Arts: Reading



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Math: Math K-12





Proactive Recruitment and Hiring to Prevent Staffing Shortages

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