

Spring 2020 Staffing Report



JPS HUMAN RESOURCES
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Our Vision

We prepare scholars to achieve globally, to contribute locally, and to be fulfilled individually.

Our Mission

We develop scholars through world-class learning experiences to attain an exceptional knowledge base, critical & relevant skill sets, and the necessary dispositions for great success.

Commitment #3:

Talented and Empowered Teams

- Scholars' achievement is improved when they are taught by educators who know them as individual learners and who can differentiate instruction in ways that ensure all scholars have access to high-quality curriculum.
- We are committed to improving our candidate pools and developing the capacity of the most significant school-based influences on scholar achievement: the teacher and principal.



GOALS

- Provide an update on district staffing and to provide information on current initiatives being utilized to address all staffing concerns
- Essential Questions:
 - What is our current staffing situation?
 - What we are currently doing to address projected vacancies and hard to fill areas?
 - What we are planning to do to continue to address vacancies and hard to fill areas?





DATA REVIEW



Prediction of Vacancies

- Determined by the number of signed teaching contracts not returned:
 - Expiring Licenses
 - Veteran Teachers – Standard 5-Year Licenses
 - Provisionally Certified Teachers
 - Special, Non-Renewable Licenses
 - Veteran Emergency Certificates
 - Expert Citizen Licenses
 - Letters of Intent
 - Non-Renewed Contracts
 - Un-returned Contracts (Due: March 2, 2020)



Current Vacancies: SY 2019-2020

	March 2018	March 2019	March 2020
True Vacancies	246.4	148.8	113.5
Limited Service	184	108.0	73
Non-renewed Contracts	4	3	TBD
Positions not Filled	62.4	40.8	40.5



- Current # of Teacher Positions = 1450
- Positions not Filled = True Vacancies – Limited Service Teachers
- Approximately 97% Staffed (out of 1450 total teaching positions)



Projected Vacancies – as of March 2, 2020

Category	# Expiring Licenses
Veteran Teachers	153
Special, Non-Renewable Licensed Teachers	340
Veteran Emergency Certificates	16
Expert Citizen Licenses	1
TOTAL	<u>510</u>
Resigning/Retiring Teachers (Letters of Intent)	49
March 2020 PROJECTED VACANCIES	<u>559</u>
March 2019 Projected Vacancies	<u>546</u>



Expiring Licenses – Administrators and Veteran Teachers

- 176 Veteran Teachers whose license expire 6/30/2020
- Teachers and Administrators Received letters notifying them of their expiring licenses:
 - August (Admins)
 - November (Teachers)
- The Office of Teaching and Learning is offering modules to assist teachers with earning CEUs to renew their licenses
- Teachers can apply for 1-Year Reinstatement License after June 30, 2020
- We expect this number to decrease by 100% by the end of the school year



Provisionally Certified Teachers

- Special, Non-Renewable Licenses (SNRL) - 323
 - Year-1: 308
 - Year-2: 12
 - Year-3: 3
- Counseled 1-on-1 with each SNRL advising them on their individual requirements for the next step in licensure, that will qualify them a contract to remain with JPS for next school year
- Provisionally Certified Teacher Tracker (67% Complete)
- Waiting on approval of changes from MDE that will help tremendously with the conversion of licenses from Year-1 to Year-2



Provisionally Certified Teachers

- **Veteran Emergency Certificates (To Teach Out-of-Field) - 16**
 - These are teachers that possess a standard certification, but we requested a 1-Year Emergency Certificate to teach course or grade-level out of field
 - Standard License may not be expiring
 - Emergency Certificate is renewable for up to 3-Years
 - Must submit documentation that shows candidate is making progress toward completion of licensure requirements
 - Attempts at passing required certification exams
 - "Enrolled" or "in progress" status of approved program



Provisionally Certified Teachers

- Expert Citizen Licenses

- Last for One-Year

- Restricted to:

- CTE endorsements

- Non-core educational related endorsement areas (Foreign Languages, Arts)

- Can be requested multiple years by the school district

- Based on district need



Resigning/Retiring Teachers

- Resigning – 34
- Retiring – 15
- Letters of Intent were collected in January in preparation for the issuance of contracts
- Early Identification of Vacancies = More time to fill positions with high qualified candidates



Projected Vacancies – Goal for August 1, 2020

Category	No. Expiring Licenses
Veteran Teachers	0
Special Non-Renewable Licensed Teachers	85 <i>(if only 75% completed)</i>
Veteran Emergency Certificates	0
Expert Citizen Licenses	0
TOTAL	<u>85</u>
Retiring/Resigning Teachers (Letter of Intent)	<u>13</u> <i>(If only 75% replaced)</i>
Non-renewed Contracts	
PROJECTED POSITIONS NOT FILLED	<u>98</u>
August 2019 Positions Not Filled	<u>199</u>



Staffing Goal – 100%

- The Office of Recruitment still has the goal to have a certified-teacher in every JPS classroom by the first day of school.



District Recruitment Team



What Is the Latest on Staffing in our Optimized Schools?

All **certified team members** desiring to remain employed in Jackson Public Schools have been offered an alternative placement.

All **classified staff** have been placed in comparable roles at new schools.



Hard to Fill Positions

- **Major Areas of Need:**
 - Elementary Education
 - Mathematics
 - Special Education
- **Recruitment Incentive**
 - Signing Bonus (\$5,000)
- **Grow Your Own Initiatives**
 - Mississippi Teacher Residency Pilot
 - Performance Based Licensure Pilot
 - JPS Certification Partnerships
 - Mathematics – University of Mississippi
 - Special Education – William Carey University
- **Praxis Core Preparation – Schoolhouse 21 Praxis Prep School**



Signing Bonus

- \$5,000 disbursement divided over 3-Years
- New Hire makes 3-Year Commitment to JPS
- Looking at ways to expand the use of the Signing Bonus incentive to attract certified teachers to our areas of our highest need



Qualified Areas and Endorsements

Qualifying Grade Levels/Subject Areas	Endorsement Area
Pre-Kindergarten/ Kindergarten	○ 153 – Child Development (Pre-K & K) ○ 152 – Kindergarten (K-4)
Elementary (Grades K-3)	○ 116 – Elementary Education (K-3) ○ 120 – Elementary Education (K-6)
Mathematics (Grades 5-12)	○ 154 – Mathematics (7-12)
Science – Grades 5	○ 117 – Elementary Education (4-6) ○ 120 – Elementary Education (K-6) ○ 181 – Biology (7-12) ○ 182 – Physical Science (7-12) ○ 185 – Chemistry (7-12) ○ 188 – General Sciences (7-12) ○ 189 – Physics (7-12) ○ 904 – Science (7-8)



Qualified Subject/Grades	Qualified Endorsements
Science – Grade 8	○ 181 – Biology (7-12) ○ 182 – Physical Science (7-12) ○ 185 – Chemistry (7-12) ○ 188 – General Sciences (7-12) ○ 189 – Physics (7-12) ○ 904 – Science (7-8)
Biology	○ 181 – Biology (7-12)
English / Language Arts - Grades 7-8,	○ 119 – English (7-12) ○ 174 – Remedial Reading (K-12) ○ 902 – Language Arts (7-8)
English I & II	○ 119 – English (7-12)
English as a Second Language (EL), K -6	○ 116 – Elementary Education (K-3) ○ 117 – Elementary Education (4-6) ○ 120 – Elementary Education (K-6) ○ 152 – Kindergarten (K-4) ○ 153 – Child Development (Pre-K/K) ○ 177 – English as a Second Language (K-12)
English as a Second Language (EL), 7 -8	○ 117 – Elementary Education (4-6) ○ 119 – English (7-12) ○ 177 – English as a Second Language (K-12)
English as a Second Language (EL), 9-12	○ 119 – English (7-12) ○ 177 – English as a Second Language (K-12)



Mississippi Teacher Residency

- 3-Year Pilot Program (funded by Kellogg Foundation)
- Qualified Teacher Assistants are mentored by Veteran Teachers
- Completing Coursework with support to earn Elementary Education Degree (MSU-Meridian)
 - Will graduate with dual certifications in Elementary Education and Special Education
- Candidates make 3-Year commitment to JPS beyond initial certification
 - 6 Current Residents (Cohort I)
 - Looking to On-Board 18 new residents for (Cohort II)
 - Candidate Interview and Selection Day – March 21, 2020 @ Blackburn Middle School



Performance-Based Licensure Pilot

- Alternative Licensure Pathway for Teachers that struggle passing Praxis
- Participants are issued a JPS PBL license to participate in the study for 3 Years
- A standard license is issued if participants can meet growth goals for student learning by end of 3 years
 - Cohort I – 14 participants
 - Preparing for Cohort II – 10 participants
- District renewed its application for participation February 2020
 - Focus on Elementary Education and Special Education
- District Candidate Application – Launches March 4, 2020



University of Mississippi – JPS Partnership for Mathematics Education

- Teachers will receive a Masters of Education in Teaching Arts (MAT) degree from University of Mississippi with an emphasis in Mathematics Instruction
- Tuition is free to the participants except for the cost of books and fees.
- 10 available slots for this summer
- Candidates are currently meeting minimum requirements for full entry into program



William Carey University – JPS Partnership for Special Education

- Teachers will receive an MAT – Alternate Route Certification for Special Education from William Carey University
- Pre-Teaching Coursework Offerings and Internship will be completed here in district
- 15 available slots for this summer
- Candidates are currently meeting minimum requirements for full entry into program



Praxis Prep School (School House 21)

- 38 Participants
- Test prep for all 3 Areas of the Core
 - Reading
 - Writing
 - Mathematics
- All participants will receive Testing Vouchers (March 4,2020)
- Will register to take test within 14 Days at the time of receipt
- SH 21 Reported an 89% pass rate prior to participation



QUESTIONS?

