Recruitment and Retention Realities in Oakland Unified School District

**IMPERATIVE:** A high quality, effective teacher in every classroom for the start of the school year and throughout the school year

**NEED:**
- To develop a teaching force that is representative of our student demographics
- To develop a teaching force with a high level of cultural competency and resilience

**LEGAL REQUIREMENTS**
- All classrooms are staffed with permanent teachers (Ed Code 35186 (f)(3) (h)(2) and (h)(3))
- All teachers are fully credentialed (Ed Code 44013)
- All teachers are Highly Qualified (Title II)

**THE OUSD REALITY - WE CONFRONT:**

**Recruitment Challenges**
- Competition with Greater Bay Area districts that pay more
- Delayed hiring timeline (budgeting process and contractual obligations)
- Short supply of graduates of color from Teacher Preparation Programs
- National shortage of Math, Science, and Special Education teachers
- Negative perceptions of Oakland

**Retention Challenges**
- High teacher turnover within the first five years
- Insufficient support for new teachers, particularly in their first year
- High stakes testing disproportionately impacts teachers of color
- For new teachers, school enrollment fluctuations result in high degree of disruptive dislocation from school of choice and reassignment based on available vacancies
## Recruitment Strategies Employed by OUSD Human Resources

### LOCAL UNIVERSITY PARTNERING
- Attend recruitment events
- Conduct interviews
- Credential class presentations
- OUSD informational sessions
- Facilitate candidate visits to OUSD schools

### DIVERSITY RECRUITMENT
- Teach Tomorrow in Oakland—OUSD’s internal diversity pipeline—recruit and retain local diverse candidates
- Marketing and outreach to *Historically Black Colleges and Universities* and Hispanic-serving Institutions of higher education
- Talent Recruiters visit, recruit and interview at the following schools...

### TEACHER RESIDENCY/STUDENT TEACHER PIPELINE
- Partner with Mills College to implement teacher residency program focused on math and science teachers
- Partner with Mills College and Cal State East Bay to place more student teachers & recruit and retain most effective student teachers

### TEACH FOR AMERICA
- Recruit for hard-to-staff subject areas like math, science, and Special Education
- Recruit experienced TFA alumni teachers

### MARKETING
- Website, affinity group networks, print and social media
  - California Association for Bilingual Education
  - Teachers of Color
  - California Association of School Business Officials
  - Idealist.org

### EARLY HIRING AND OVER-HIRING
- Currently interviewing candidates and offering OUSD contracts for 2015-16
- Hiring a pool of surplus teachers for late vacancies

### POSSIBLE FUTURE STRATEGIES
- Early hiring and over-hiring for schools with high turnover
- Signing bonuses for hard to staff subject areas

### LOCAL UNIVERSITY PARTNERING
- Stanford
- Cal State East Bay
- Mills
- San Francisco State
- Holy Names
- University of San Francisco
- UC Berkeley
- Brandman
- Alliant
- Patten
- Sacramento State
- Chico State

### DIVERSITY RECRUITMENT
- Spelman
- Clark
- Morehouse
- Xavier
- Dillard
- Quinn
- Fresno State
- Fresno State
- Howard
- Hampton
- Whittier
- Tulane
- New Orleans University
- San Diego State
- UC Santa Cruz
- CSU: Monterey, Northridge, San Bernardino, Stanislaus, San Marcos and Fullerton campuses

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