

**2011 – 2012 Opening of School Update**  
**Human Resources: Rick Ledwith**

**Recruitment Results – 2011-12 School Year**

This school year 65 new contracted teachers and 25 interim teachers joined the professional staff of the West Hartford Public Schools. In addition, 6 new administrators joined our leadership team (2 from outside the district, though both had previous experience in West Hartford).

The turnover rate was approximately 6.4%, compared to 5% last year and 5.6% the previous year. Exit interviews with teachers who resigned indicate a wide variety of reasons for leaving the district. Reasons are classified as follows:

	<b>2010-11</b>	<b>2009-10</b>	<b>2008-09</b>
<b>Retirement</b>	26	16	8
<b>Relocation out of state</b>	6	6	10
<b>Family</b>	8	8	13
<b>Teaching in state</b>	10	9	9
<b>Left teaching/Misc.</b>	6	5	9
<b>Turnover</b>	<b>6.4%</b>	<b>5%</b>	<b>5.6%</b>

***Highly Qualified Candidates***

These talented educators were selected from a candidate pool of approximately 3,500 applicants. Most of these candidates were the first choice of the hiring principal and department supervisor. 76% of these educators have a Master's Degree or higher.

Our new colleagues bring a wide range of professional experiences and come from varied training and preparation programs. This talented group includes individuals with extensive teaching experiences in a variety of educational settings. Including prior experience in our district (47 of these teachers had prior experience in WH). Candidates include alternate route to certification participants and from a wide range of college and university preparation programs. Again this year, a number of our new staff are graduates of the West Hartford Public Schools.

***Orientation Program***

An orientation and staff induction program was held during the week of August 22nd. Members of our district's leadership team, teaching and support staff, parents and students welcomed our new staff at an orientation workshop on August 26th. Individual school orientation programs were held prior to the opening of school on September 1st.

**Agenda Item:**  
**V.A.1.d.**

### ***Diversity of Professional Staff***

West Hartford Public Schools is sensitive and supportive of the need for diversity among our staff. The National Collaborative on Diversity in the Teaching Force found that increasing the percentage of teachers of color in classrooms:

- Is directly connected to closing the achievement gap
- Increases the number of diverse role models within the school
- Affords all students with the opportunity to learn about racial, ethnic and cultural diversity
- Enriches the learning of diverse students due to shared racial, ethnic and cultural identities
- Provides “cultural brokers” who help diverse students to navigate the school environment and culture while also increasing the involvement of other teachers and their students’ parents

The diversity of our new staff is approximately 9%, which almost doubles the diversity of our staff overall (5.5%). The Human Resources Department, in collaboration with our administrator’s and professional staff will continue to aggressively implement our Strategic Recruitment and Retention Action Plan for 2011-2012 and beyond. Key components of this plan include the following:

- Continued partnerships with CREC Minority Teacher Recruiting Council, Alternate Route Programs and expanded partnerships with Higher Education Institutions
- National recruiting efforts (Teachers of Color, partnerships with Historically Black Colleges and Universities)