

Teacher Recruitment Update

State Board of Education

March 20, 2007



Recruitment Planning

- District conference calls and site visits to discuss
 - Needs of districts
 - Vacancy data collection
 - Great Florida Teach-In
 - Recruitment trips
 - Retention efforts



Recruitment Advertising

- ***Black College Today***
(Nov./Dec., Jan/Feb.,
Mar./Apr., May/June)
- ***JobPostings*** (Nov./Dec., Feb.,
March). [Interview with Kathy
Hebda to appear in March
edition.]
- ***National Minority Update***
(Summer, Fall, Winter, Spring)
- ***Newsweek***, Nov. 6, 2006
(Education Section in Top 20
Metro Edition)



Internet Recruitment

- **Continuation of Teachers-Teachers.com**
 - 66 districts actively posting vacancies and conducting candidate searches
 - Database contains almost 37,000 certified candidates with an expressed interest in teaching in Florida. Of these, over 5,000 currently reside in Florida and almost 32,000 live elsewhere.
 - Over 800 available positions in all subject areas are currently being advertised.



Recruitment Visits

- **Society for Industrial and Applied Mathematics** (July 10-14, 2006).
Boston, MA. Estimated attendance = 1,200
- **International Reading Association** (Oct. 15-17, 2006). Mobile, AL.
Estimated attendance = 1,400.
- **Florida Alliance for Health, Physical Education, Recreation, and Dance** (Oct. 19-21). Orlando, FL. Estimated attendance = 1,000
- **National Middle School Association** (Nov. 1-4, 2006). Nashville, TN.
Estimated attendance = 8,500.



Recruitment Visits

- **National Council of Teachers of English** (Nov. 17-19, 2006). Nashville, TN. Estimated attendance = 8,100)
- **Volunteer Florida Conference** (Dec. 1-2, 2006). Orlando. Estimated attendance 1,000.
- ***You Can Teach: Improve Our Future*** (Jan. 27, 2007). Tallahassee. One of three recruitment events sponsored by ABCTE. Estimated attendance = 150.
- **National Association of Bi-Lingual Educators** (Feb. 7-11, 2007). San Jose, CA. Estimated attendance = 5,000.



Recruitment Visits

- **National Council of Teachers of Mathematics** (Mar. 21-24, 2007). Atlanta, GA. Estimated attendance = 17,000.
- **National Minority Expo** (Mar. 24, 2007). New York. Estimated attendance = 1,500.
- **National Science Teachers Association** (Mar. 28-31, 2007). St. Louis, MO. Estimated attendance = 20,000.
- **Council for Exceptional Children** (Apr. 18-21, 2007). Louisville, KY. Estimated attendance = 5,000.



Teach-in Florida Days

- Teacher Recruitment
 - Registrations to date exceed 1,000 and are projected to top 1,500
 - 33 districts supplying recruiters to represent Florida's 5 regions
 - Locations: Urbana, IL (Feb. 22-23), Baltimore, MD (Mar. 6-7), New York (Mar. 25), Athens, OH (Apr. 3-4), Pittsburgh, PA (Apr. 10-11), and Indianapolis, IN (Apr. 30-May 1)



The Great Florida Teach-In

- Tampa Convention Center, June 22-23, 2007
- Over 200 candidates registered so far. Goal = 3,000.
- Exhibitor registration begins March 21. Over 100 school districts, charter schools, community colleges, and universities expected to participate.



How well are we doing?

- Fewer vacancies reported this year than last
 - Last Year first day vacancies = 2101
 - This Year first day vacancies = 1946
 - Last Year January vacancies = 1783
 - This Year January vacancies = 1495



Teacher Need in 2007-08

- 16,878 = teachers needed to fill classroom vacancies
- 169,012 = projected classroom teacher workforce

