

**Granite
School
District
Teacher
Staffing
2013**



Board of Education
Meeting
September 3, 2013

Teacher Surplus

We are currently experiencing a surplus of both elementary and secondary teachers. However, there are still teacher shortages in Math, Science, Special Education, and Library Science.


- 296 Candidates remaining on the elementary applicant list.
- 364 Candidates remaining on the secondary applicant list.

Elementary and Preschool

- Granite School District has filled 178 elementary and pre-school teaching openings compared to last year's 152.

Secondary

- Granite School District has filled 114 secondary teaching openings compared to last year's 105.



**Where does Granite
get its Teachers?**

In-State Recruiting

FIRST YEAR TEACHERS ONLY

○ University of Utah	68
○ Utah Valley University	33
○ Brigham Young University	30
○ Utah State University	28
○ Westminster College	15
○ Southern Utah University	12
○ University of Phoenix	9
○ Weber State University	9
○ Western Governors University	8
○ Dixie State University	1

Out of State Recruiting

- Due to the slowly declining supply of quality teaching candidates, we did recruit out-of-state this hiring season, attending the Idaho Teacher Fair. Of the 292 teachers we have hired for the 2013-14 school year, 79 come from outside the state representing 39 colleges and universities.

Out of State Universities and Colleges

Arizona State University
Barry University
Boston University
Brigham Young University-Idaho
California State – Long Beach
Central Washington University
Christ Church University of England
Colorado College
College of Idaho
Humboldt State University
Indiana University
Lesley University
Metro State University – Denver
Michigan Technical University
Montana State University
National Lewis University
New Mexico State University
Oklahoma State University
Old Dominion University
Portland State University
Vanderbilt University

University of Arizona
University of Bridgeport
University of California – Santa Barbara
University of Cambridge
University of Central Missouri
University of Kansas
University of Kentucky
University of Massachusetts
University of Northern Colorado
University of Puget Sound
University of Richmond
University of San Simon
University of South Carolina
University of Southern California
University of Texas
University of Texas A&M
University of Texas Southwestern
University of Wyoming

Teacher Experience

Of the 292 teachers that we have hired for the 2013-2014 school year:

- 168 are new to the profession
Elementary: 93 Secondary: 75
- 124 come to us with experience
Elementary: 85 Secondary: 39

Level of Education

New hires for the
2013-2014 school year

- Teachers with Bachelor's Degrees: 217
- Teachers with Master's Degrees: 86
- Teachers with Doctorate Degrees: 1

ESL Endorsements and Languages

New hires 2013-2014

○ ESL Endorsements:	41
○ Fluent in Chinese:	6
○ Fluent in French:	5
○ Fluent in German:	2
○ Fluent in Portuguese:	1
○ Fluent in Russian:	1
○ Fluent in Spanish:	13
○ Chinese Dual Immersion:	3
○ French Dual Immersion:	2
○ Spanish Dual Immersion:	7

Teacher Vacancies

- Teaching vacancies that occur between now and the semester in the subject areas of Math, Science, Special Education, Media and Library Science will likely be filled with Alternative Route to Licensure candidates.

Recruiting Efforts

- Our recruiting efforts will begin as early as October for the 2014-2015 school year. We will continue to be aggressive in our recruiting efforts.
- We will be recruiting out-of-state this season; it is important to maintain strong relationships with out-of-state universities and colleges for current and future recruiting purposes.

Collective Efforts

- Collective efforts made by the Granite Board of Education and the Granite Education Association during negotiations have had a very positive influence on our ability to recruit teachers. Our salary and benefit package settlement is one of the best in the state. This fact has allowed us to be competitive with other school districts along the Wasatch Front, which has not always been the case.
- Additionally, the professional development day added to the teacher contract increases our ability to attract and retain Highly Qualified and effective educators.