



Board of Education
Meeting
September 2, 2014

Teacher Staffing Report

Teacher Surplus

We are currently experiencing a shortage of both elementary and secondary teachers. The shortages are due to our need for more teachers. The most severe shortages are in Math, Science, Special Education, and Library Science.

- ▶ 74 Candidates remaining on the elementary applicant list.
 - 2013–14 – 296 candidates
- ▶ 262 Candidates remaining on the secondary applicant list.
 - 2013–14 – 364 candidates

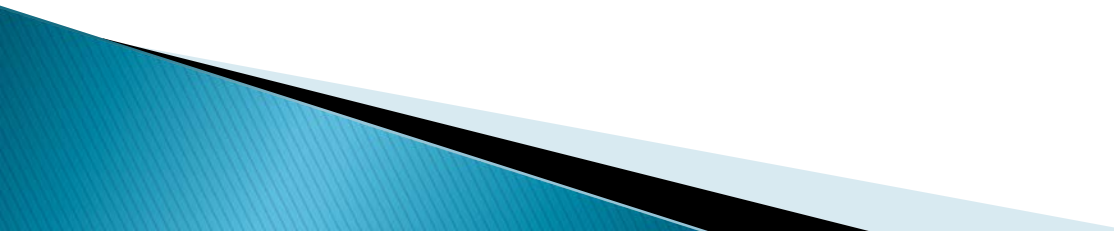
Elementary and Preschool

- ▶ Granite School District filled 289 elementary and preschool teaching positions compared to last year's 178.

Secondary

- ▶ Granite School District filled 141 secondary teaching positions compared to last year's 114.

**Where does Granite
get its Teachers?**

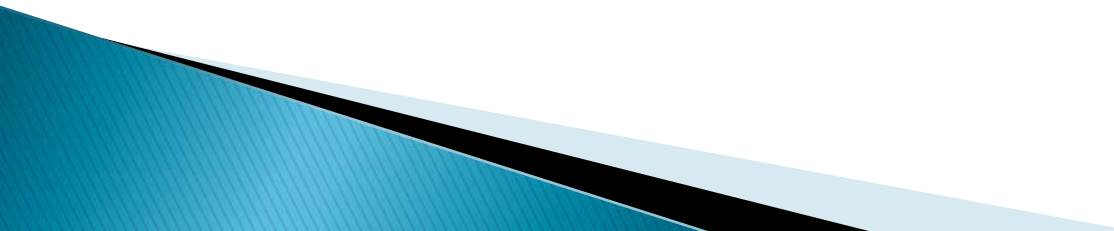


In-State Recruiting

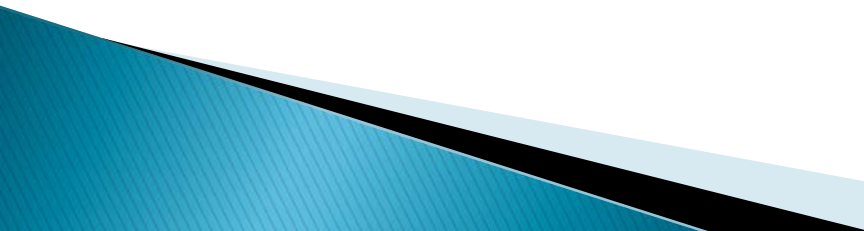
First Year Teachers Only

▶ University of Utah	126
▶ Brigham Young University	51
▶ Utah State University	33
▶ Utah Valley University	32
▶ Westminster College	25
▶ University of Phoenix	15
▶ Southern Utah University	8
▶ Western Governors University	6
▶ Weber State University	5
▶ Dixie State University	2

Out of State Recruiting

- ▶ Due to our increasing need for quality teaching candidates, we recruited out-of-state this hiring season. We attended both the Idaho and Oregon teacher fairs.
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Out of State Recruiting

- ▶ Of the 430 teachers we hired for the 2014–15 school year, 112 come from outside the state representing 81 colleges and universities.
 - ▶ This is a dramatic increase over the 79 out of state candidates from 39 colleges and universities for the 2013–14 hiring season.
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Out of State Universities and Colleges

Arizona State University
Arkansas State University
Bank Street College of Education
BOCES Career Training
Brigham Young University – Hawaii
Brigham Young University – Idaho
Brooklyn College
Buene Vista University
California State University
California University of Pennsylvania
Central Michigan University
Central Washington University
China University of Geosciences
Columbia University
Corban University
Dartmouth College
David Lipscomb University
Eastern New Mexico University
Eastern Washington University
Francisco Morazan Pedagogical
National University
George Fox University
Georgia State University
Graceland University
Grand Valley State University
Hainan Normal University
Hebert Lehman College

Idaho State University
Indiana University
Jones International University
Kennesaw State University
Lesley University
Lewis and Clark College
Louisiana State University
Manhattanville College
Marshall University
Miami Dade College
Middle Tennessee State University
Minnesota State University
Naropa University
National Louis University
New York Institute of Technology
Northern Arizona University
Northwest Christian University
Ohio State University
Old Dominion University
Pace University
Rhode Island College
Ripon College
Saint Leo University
Sam Houston State University
San Francisco State University
Savana State University
Shenandoah University

Sichuan University
Sorbonne University
Southwestern Baptist Theological Seminary
Southwestern College
Stanford University
State University of New York (SUNY)
Touro University
Troy State University
University France Rabelais
University of California
University of Central Arkansas
University of Cincinnati
University of Georgia
University of Missouri
University of Montana
University of Nevada Las Vegas
University of North Dakota
University of Northern Colorado
University of Oklahoma
University of Oregon
University, Oregon State
University of Santiago de Compostela
University of Spain
University of Texas
University of Texas Dallas
University of Washington
Winoia State University

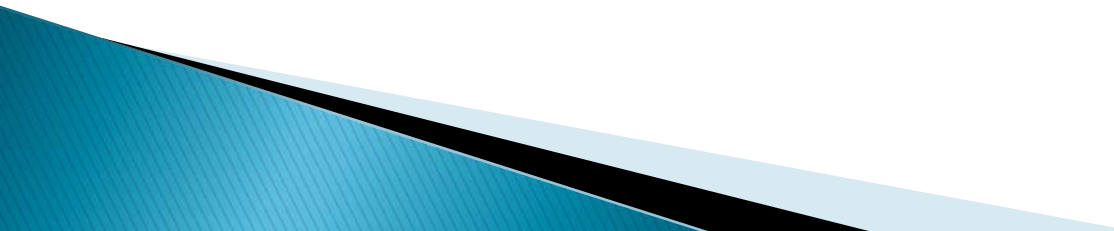
Teacher Experience

Of the 430 teachers we hired for the 2014–2015 school year:

- 238 are new to the profession
Elementary: 174 Secondary: 64
- 192 come to us with experience
Elementary: 121 Secondary: 71

Level of Education

New hires for the
2014–2015 school year

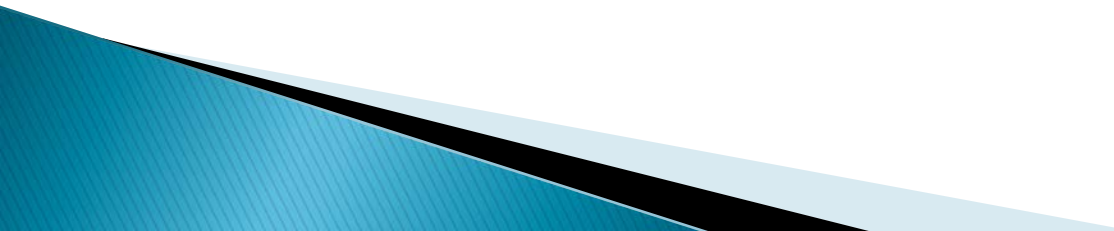
- ▶ Teachers with Bachelor's Degrees: 316
 - ▶ Teachers with Master's Degrees: 110
 - ▶ Teachers with Doctorate Degrees: 4
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ESL Endorsements and Languages

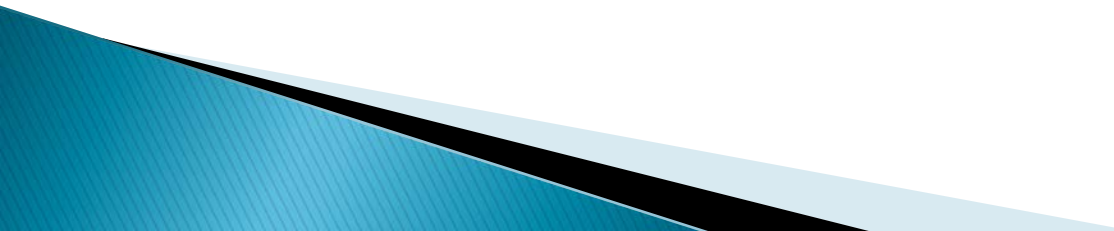
New Hires 2014–2015

▶ ESL Endorsements:	84
▶ Fluent in Spanish:	25
▶ Fluent in French:	12
▶ Fluent in Chinese:	6
▶ Fluent in German:	2
▶ Fluent in Portuguese:	1
▶ Fluent in Japanese:	1
▶ Fluent in Swedish:	1
▶ Fluent in Italian:	1
▶ French Dual Immersion:	4
▶ Chinese Dual Immersion:	6
▶ Spanish Dual Immersion:	9

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.
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Recruiting Efforts

- ▶ Our recruiting efforts will begin as early as October for the 2015–2016 school year. We will continue to be aggressive in our recruiting efforts.
 - ▶ We will be recruiting out of state this season. We will attend teacher fairs in North Carolina, Idaho, Oregon, and Michigan.
 - ▶ Student teacher placements and student intern partnerships provide early access to new graduates.
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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.
 - ▶ The three additional professional development days increases our ability to attract Highly Qualified and effective educators.
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