

Granite Staffing Report

Board of Education Meeting

October 3, 2023



HOW DO APPLICANTS LEARN ABOUT JOBS IN GRANITE DISTRICT?

Referral Source:

- Granite District Website - 35.5%
- Word of Mouth - 26.2%
- Other - 24.8%
- Commercial Job Board - 10.8%
- Job Fair - 1.3%
- University Posting - .8%
- Social Media - .6%



Educational Support Professionals (ESP)- Contract & Hourly



Granite School District has filled
1,903 contract and hourly ESP
positions since April 1, 2023

- 1,580 unique individuals

ESP New Hires & Transfers

Position	Hired/Transferred Since 4/1/2023	Postings Up as of 9/26/2023
Hourly Substitute	151	Posting is ongoing
Para Educator	296	Para – 7 BHA - 2
SpEd Para	166	16
SpEd Contract Para	88	3
Preschool Assistant/Teacher	106	Preschool Assis – 1 Preschool Lead Teacher- 1 Preschool Sub - 1
PLC Assistant	40	0



ESP New Hires & Transfers

Position	Hired/Transferred Since 4/1/2023	Postings Up as of 9/26/2023
Playground Aide	67	3
Secretary	47	0
Clerk	64	Office Clerk – 1 Media Clerk - 1 Comp Guidance Clerk - 1
Custodial	233 Cust Helper I – 157 Cust Helper II – 22 Associate Cust – 7 Apprentice Cust - 13 Custodial Sub/Rover – 4 Head Elem Cust – 8 Journey Cust – 22	Cust Helper I – 5 Cust Helper II – 2 Journey Custodian – 5 Apprentice Custodian - 5 Associate Custodian - 1 Custodial Sub/Rover - 2 Head Elem Cust - 1
Bus Driver	24	Bus Driver Contract - Multiple Bus Driver Hourly – Multiple
Nurse	1	0
Nutrition Service Worker/Cook	67	Food Service Manager - 1 Assis Food Service Manager – 1 Nutrition Service Worker - Multiple



ESP Recruiting Efforts

- Participation in local job fairs and community nights
- Assistance/support for applicants applying to postings
- Adjusted and aligned requirements for hard to fill ESP positions
- Recruiting presence during summer community events
- Para and Hourly Sub Grow Your Own Efforts
- **Employee Referral Program** (Multiple family/friend referrals that have resulted in filling 28 identified “hard to fill” ESP positions)



Teacher Applicant Data

- In Elementary during the 22-23 school year there were 793 applicants in comparison there were 1,192 applicants for the 23-24 school year.
- In Secondary during the 22-23 school year there were 917 applicants in comparison there were 1,060 applicants for the 23-24 school year.
- Applicants may have been hired outside of Granite School District or Utah, and applicants typically apply for multiple positions.
- Number of applicants also includes applicants deemed as not qualified for position.
- We are currently experiencing a shortage of SpEd and secondary CTE teachers.



ELEMENTARY & PRE SCHOOL

Granite School District has filled 216 elementary and preschool teaching openings during the 23-24 hiring season thus far compared to 196 in 22-23.



SECONDARY

Granite School District has filled 152 secondary teaching openings during the 23-24 hiring season thus far compared to 188 in 22-23.



Teacher Experience

-Of the 369 teachers we have hired for the 2023-2024 school year:

- 212 are new to the profession
 - Elementary 130
 - Secondary 82
- 157 come to us with experience
 - Elementary 87
 - Secondary 70



New hires for the 2023 – 2024 school year:

- Teachers with Bachelor's Degrees: 239
- Teachers with Master's Degrees: 110
- Teachers with Doctorate Degrees: 4
- Interns working on Bachelor's: 16

Level

Of

Education



Secondary - 36

CTE: 10	Mathematics:1	Science: 6
Health:1	Dance: 1	English:2
PE: 2	Social Studies:3	Theater:1
Spanish: 1		

Elementary - 8

Elementary: 6	Dual Immersion: 2
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Special Ed - 13

Elementary: 6	Secondary: 7
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Educators in Alternative Licensing Programs



Current Teacher Vacancies

- Elementary Teacher: 16
- Secondary Teacher: 6
- Special Education: 3

**Teaching vacancies that occur between now and the semester in all subject areas/grades will likely be filled with Associate Educator License (AEL) candidates.*



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 competitive with surrounding districts. This fact has allowed us to be competitive with other school districts along the Wasatch Front.

-The 2.5% COLA, our health clinic and increase in teacher preparation time through the use of legislative days helped us to attract and retain a good number of highly qualified and effective educators.

Teacher Recruiting Efforts

- Grow Your Own efforts have led to roughly 76 of our own paras being assisted, with funds, to complete a teaching program and ultimately earn a professional teaching license.
- Recruiting efforts began as early as August for the 2023-2024 school year.
- We will be recruiting both in and out-of-state this year, attending teacher fairs in various regions of the state and country.
- We are using various forms of social media, and technology platforms to enhance our recruiting efforts.
- Due to the Professional Agreement, Granite School District is uniquely positioned to attract experienced educators. We are exploring different strategies to encourage current employees to use word of mouth recruitment more often.
- We offer “open contracts” to student teachers and teacher interns as early as late October for the 2024-2025 school year.

