DISTRICT ACCOUNTABILITY ADVISORY COMMITTEE

February 22, 2019
6:00 – 7:30 PM
Professional Learning Conference Center
17551 E. 1st Avenue, La Plata Peak

Minutes

I. 6:00 Welcome
The following individuals were present: Lori Stack, Ella Hart, Bridget Allison, Amy Hill, Tim Hill, Kathleen Shiverdecker, KC Sommers, Billie Day, DJ Loerzel, and Michelle Torgrimson

II. 6:10 HR Presentation, Erin Brophy and Katrina Smith, Human Resources Directors
- Slight increase in Male employees (up 1.37%)
- Compared to the state of Colorado, we have a slightly higher representation of different ethnicities
- We have hired more teachers with more years of experience (7+ years)
- Retention rates are at approximately 82% due to large turnover rate
- Top 5 reasons for separation: Other employment in Education (23.18%), Relocation (13.64%), Contract non-renewal (16.82%), Other (17.73%), and Retirement (10.68%)
- There has been a declining enrollment in teacher education programs
- 26.82% of APS Applicants for Licensed positions were endorsed in Elementary Education. We produce twice as many elementary school teachers as we employ every year.
- Many factors are considered in the recruitment of teachers (see PowerPoint) and the organization of Recruiting Fairs
- Feb. 28- There will be an alternative licensure presentation for in-district staff
- Teacher Requirement- 4 year degree with coursework in education as well as content examination for licensure
- Teacher retention efforts include focus on candidates who: come from a top-rated education program, have urban education experience, reflect and/or have a passion for working with the student demographics of APS, consideration to population mobility rates (out-of-state recruiting), and cost effectiveness of programs from which they attended.
- Many recruitment fairs are planned in Michigan, Chicago, Nebraska, Wyoming, California, Washington, Howard University, and Colorado colleges.

III. 7:45 Meeting Adjourned