

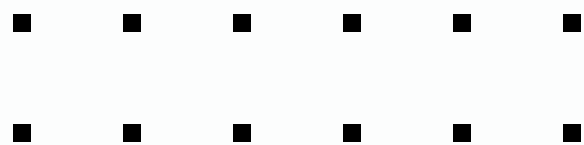
EMPLOYEE RETENTION & RECRUITMENT UPDATE



PROJECTED INCREASE IN TEACHER RETENTION

2023-2024 estimated teacher retention rate: 80.3%

2022-2023 estimated teacher retention rate: 74.8%



FILLING AND RECRUITING FOR VACANT POSITIONS

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PAID & UNPAID STUDENT TEACHERS

2

PAID YEAR LONG RESIDENTS

3

**RECRUITING FOR THE FUTURE
AT UNIVERSITY CAREER FAIRS**

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HYBRID WORK AGREEMENTS



PAID AND UNPAID STUDENT TEACHERS



Paid Student Teachers

Four Special Education student teachers have been hired as Instructional Assistants while they complete student teaching

All 4 will be hired as certified teachers starting January 2024

Unpaid Student Teachers

20 unpaid student teachers during the fall of 2023

An anticipated 70+ unpaid student teachers in the spring 2024 semester

PAID YEAR LONG RESIDENCY

45 Paid Year Long Residents

Texas A&M University (21)

Sam Houston State University (14)

Prairie View A&M University (1)

Funding

Texas COVID Learning Acceleration Supports (TCLAS)

Department of Education (DOE) grants

Certifications Include

Special Education (12)

Bilingual (7)

PK-3/EC-6 (9)

4-8 Math/4-8 ELA/SS (4)

7-12 History (1)

Celebration

Five Year Long Residents graduate in December.

Three will be continuing on in teaching positions at Bryan ISD!

CAREER FAIRS

We currently recruit at these university career fairs



TEXAS A&M UNIVERSITY
SAN ANTONIO

HYBRID WORK AGREEMENTS

Pilot Group: School Psychologists & Speech-Language Pathologists

Highlights

- Work remotely for up to two days per workweek
- Tracking system to ensure productivity while working remotely
- Student-facing work will be completed in person (evaluations and therapy)
- Remote work may include report writing, ARD prep, attending ARDs, and staffings

Benefits

- Innovative solution to remain competitive by attracting talent
- Retain current staff in a critical area of need for students with disabilities



QUESTIONS?

