



Hiring Practices

Human Resources Department
Citrus County School District





Recruitment

- ◆ In 2006-2007 we attended nine in-state and six out-of-state teacher recruitment fairs representing over 100 colleges and universities.
- ◆ We hosted our annual Educational Career Fair at CFCC in Ocala, where we conducted approximately 150 interviews.



Recruitment

- ◆ We continue to update our website to include job postings, job descriptions, employment information, and salary schedules.
- ◆ We monitor various college and university websites as part of our recruiting plan.
- ◆ We post positions on Teachers-Teachers.com and Teach-In Florida.
- ◆ We attend the Great Florida Teach-in.



2007 New Hire Survey

- ◆ The largest age group was 20-29
- ◆ 77 were female; 17 were male
- ◆ Majority of new hires were married
- ◆ 33 had children in grades K-12
- ◆ 4 were minorities



2007 New Hire Survey

- ◆ 47 were certified in Elementary Education
- ◆ 16 were certified in ESE
- ◆ 11 were certified in English/Reading
- ◆ 50% were from out-of-county
- ◆ Most of those from out-of-county were from in-state



2007 New Hire Survey

When asked how they found out about the position for which they were hired:

70 = District Website

17 = Other Websites

17 = Recruitment Fairs

7 = Job Hotline

6 = Other (including word of mouth referrals)



2007 New Hire Survey

When asked why the applicant chose Citrus County:

42 = Relatives/Friends

37 = Location

31 = Other (many due to husband's job)

16 = Cost of Living

15 = Quality of Education

2 = Pay/Benefits



2007 New Hire Survey

When asked to rate the overall hiring procedures of Citrus County, the new hires responded as follows:

Excellent:	64%
Good:	33%
Fair:	1%
Poor:	0
Did not answer:	2%

New Hire Breakdown

Out-of-Field Teachers



Up-to-Date Local Data	2005-06	2006-07	2007-08
	Out-of-Field	Out-of-Field	Out-of-Field
PreK – Grade 6	--	--	--
Grades 7 – 12	3	5.5	13
Includes: English/Language Arts	(1)	--	(3)
Mathematics	--	--	(2)
Science	(2)	--	--
Reading	--	--	(8)
ESE	1	1	--
Career & Technical	--	--	--
Other	1	--	--
Total	5	6.5	13



Exit Survey – Instructional

(State Survey Data)

	Separated from Teaching		
	Number	Percent	Average Yrs of Service
2003-2004	83	8.5%	13.3
2004-2005	87	8.9%	13.6
2005-2006	99	9.6%	14.2

Exit Survey – Instructional (Continued)



	Involuntary Reason for Separation			
	Probationary	Performance	Reduction In Force	Other
2003-2004	0	3	1	9
2004-2005	1	2	2	6
2005-2006	0	4	4	5

Exit Survey – Instructional (Continued)



Voluntary Reason for Separation

	Inadequate Salary	Resignation In Lieu of Termination	Family/ Personal Reasons	Relocation	Retirement
2003-2004	4 (5.7%)	3 (4.3%)	15 (21.4%)	16 (22.9%)	29 (41.4%)
2004-2005	2 (2.6%)	0 (0%)	11 (14.5%)	29 (38.2%)	30 (39.5%)
2005-2006	2 (2.3%)	1 (1.2%)	13 (15.1%)	26 (30.2%)	29 (33.7%)



Exit Survey – Support

2006-2007

Retirement	24
Other (Including Teaching Position)	18
Family/Personal Reasons	14
Inadequate Salary	13
Relocation	8
Dissatisfaction w/Supervisor	8
Stress on the Job	4
Dislike for Assigned Duties	3
Inadequate Benefits	2
Lack of Advancement Opportunities	1
Total	110