

School District of Indian River County



Office of Human Capital and Operations

Department of Advocacy, School Management & Leadership

SDIRC Recruitment Plan

2023-2024

@recruitSDIRC





Introduction

In a deliberate effort to serve all students with excellence, our goal is to intentionally recruit and employ highly skilled and motivated individuals for every position. To do so, we will proactively seek the best candidates through formal and informal activities.

This will be accomplished with developed timelines for recruitment, a diverse and qualified recruitment and selection team, and continued effort to analyze the outcomes and effectiveness of recruitment sources and strategies.

Why Indian River County?

#visitindianriver



- Competitive NEW teacher salary and benefits package
- Certification Reimbursement Program
- One of America’s Happiest Seaside Towns 2018 -Coastal Living
- Short drive to Central Florida activities (Disney etc.)
- SDIRC Wellness Center available for employees, retirees, spouses, and dependents
- Quality and comprehensive professional development and leadership program
- Administrative advancement opportunities

Childcare in Indian River County Schools



We have childcare ([Extended Day](#)) services in 13 elementary schools with reduced rates for employees.

All sites are operated by SDIRC.

Centers operate from 7:00 a.m. to 6:00 p.m.

Extended Day Program Sites
Beachland Elementary
Citrus Elementary
Dodgertown Elementary
Fellsmere Elementary
Glendale Elementary
Indian River Academy
Liberty Magnet
Osceola Magnet
Pelican Island Elementary
Rosewood Magnet
Sebastian Elementary
Treasure Coast Elementary
Vero Beach Elementary

Attract a high-quality workforce: Strategies for Recruitment



1. We will examine previous recruitment efforts to evaluate diversity, effectiveness, major source(s) of new hires.
2. We will engage our community and advertise recruitment plans on the District's website.
3. We will use social media pages to promote and advertise job openings and aid in recruiting efforts.

Please follow us on Facebook and Twitter @recruitSDIRC 

4. We will implement Microsoft TEAMS or Zoom interviews and organize on-site job fairs.
5. We will examine staffing needs by identifying the following:
 - number of potential non-renewals
 - possible shortages due to retirement and resignations
 - teachers who require certification renewal
6. We will have established goals for recruitment and selection.
 - Fill all teacher openings by July 15th.
 - Post general job announcements for anticipated and known vacancies by April 15th.
7. We will maintain steady communication with any candidate who receives a *Letter of Intent* or a Contract of Probational Employment during any of our recruitment events.
8. We will attend career fairs in Florida and other states to target specific candidates.
9. We will partner with local and regional two-year and four-year colleges to begin recruiting prospective applicants before college graduation.
10. We will hold SDIRC Career Fairs and advertise our Job Fair on FLDOE website:
<http://www.fl DOE.org/teaching/recruitment/job-fairs.stml>



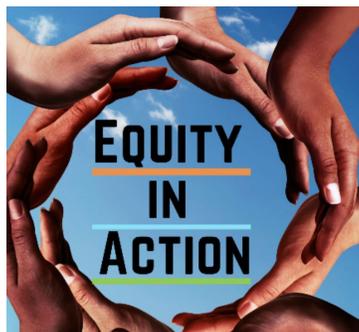
Minority Recruitment

Here are some guiding principles that we will follow to achieve our goals!

1. Involve current staff of diverse ethnicities in the recruitment and selection teams.
2. Partner with local and/or regional Historically Black Colleges and Universities to identify potential candidates.
3. Explore the career sites of national organizations to ultimately establish partnerships.
4. Tailor marketing messages and images that represent adults and children of diverse races/ethnicities as well as testimonials.
5. Offer a *Conditional Offer of Employment (COE)* or *Letter of Intent (LOI)* to highly needed teachers that provides a job in the District once a position becomes available.
6. Participate in the DIVERSITY IN ED Virtual Job Fair and post regular job openings.

African American students have a **greater** need for teachers who are also culturally competent and skilled in cross-cultural communication. A child sees in a teacher so many possibilities, such as: career choice, a positive role model, options, dreams and overcoming obstacles.

*Adapted from NABSE



The Recruitment Team strives to promote diversity among our students by recruiting highly qualified minority teachers.

All students benefit from increased teacher diversity.

They are better prepared to participate as informed and engaged citizens in an inclusive national civic culture and increasingly complex world.

A teacher corps that reflects its students helps close achievement and opportunity gaps.

Having at least one Black teacher early on reduces a Black student's likelihood of dropping out of school by up to 39%.

When Black students have two Black elementary school teachers, they are 32% more likely to go to college.

* The Center for Black Educator Development <https://www.thecenterblacked.org>



Building future teachers from within SDIRC! What is FFEA?

Florida Future Educators of America (FFEA) is a network of local Future Educators of America chapters consisting of middle and high school students and chapter advisors - all having a common interest of promoting the career of education to students. Phi Delta Kappa, the Professional Association in Education, is the national parent of the organization. FFEA's mission is to provide students with opportunities to explore careers in education. For more information, please visit [Phi Delta Kappa International](#) and [Florida Future Educators of America](#) websites!



“Since 1986, the Florida Department of Education has provided assistance to schools in forming and maintaining chapters of Florida Future Educators of America (FFEA), a pre-collegiate and collegiate teacher recruitment program. The program provides a forum for students to become aware of career opportunities in education and nurtures their interest in teaching as a career. It also provides an avenue for collegiate members to stay informed of the latest issues and advancements in the education profession. FFEA is administered through local school chapters at all grade levels - elementary through postsecondary. A teacher or faculty advisor is required to provide the leadership for each chapter.”

*See www.fldoe.org/teaching/recruitment/fl-future-educators-of-america/index.stml

SDIRC Certification Reimbursement Program

The SDIRC Certification Program is open to NEW Instructional Staff with a cap of \$250.00 per instructional staff member for ANY subject area test taken after July 1, 2023, or fees paid to have subject area or endorsement added to certificate through FLDOE. Also eligible are any SDIRC teacher adding ESOL, ESE, READING, GIFTED, or FELE to certificate. The same \$250.00 cap applies per instructional staff member. Documentation of certification test results and fees paid must be uploaded. All steps are completed in FOCUS by the MBU.

Workforce Housing Committee

The SDIRC Workforce Housing Committee is comprised of district staff and community leaders in real estate, housing, banking, and other professions that would bring fruitful conversation and planning to the need for housing for SDIRC employees. This group meets quarterly.

Our SDIRC Recruitment Team

The recruitment team will consist of individuals with different perspectives and expertise who have demonstrated a commitment to diversity. The participants should be familiar with the District's staffing needs, the qualifications needed and the selection of the ideal candidate. Principals can recommend staff members they would like to be part of the recruitment team. Proposed team members are below. Professional Development sessions will be conducted for all members on recruiting, interviewing, diversity, and professional practices.

Anitra Cummings	Letitia Whitfield-Hart	Christopher Cummings
Wilfred Hart	Terri Beckham	Beth Crisafulli
Germaine Johnson	Jayde Norwood	Latonya Ross
Kyra Schafte	Ataaba Patterson	Marsha Roberts
Ramon Echeverria	Eddy Flores Ramos	

The School District of Indian River County is seeking highly motivated, dedicated, and enthusiastic educators to join our remarkable team as we continue to make incredible strides in education. The School District of Indian River County is in Vero Beach, Florida and is a great place to live, learn and work. SDIRC is transforming education to inspire & empower ALL students to maximize their full potential.



WEpr **mise**

WEpromise to listen

2. Feedback from surveys to drive recruitment and retention strategies

WEpromise to support

1. NEW TEACHER support from TEAM SDIRC program and ACP Program Coordinator
2. Quality Professional Development catered to individual needs and district and school initiatives
3. Mentoring Program and school-based tiered support from coaches and instructional leadership

WEpromise to build future school leaders

1. School-based instructional leadership professional development
2. Leadership Program for aspiring administrators

WEpromise to work STRONGER TOGETHER

1. Collaboration amongst staff at each site
2. Collaboration between schools and district staff
3. Collaboration between district and community

SDIRC has continued to grow its **WEpr  **mise**** RECRUITMENT program. We are pleased to present Keeping the Promise! This is an SDIRC Relocation Assistance Program in cooperation with the Education Foundation of Indian River County.

The School District of Indian River
County is proud to present:

KEEPING the promise



SDIRC Relocation Assistance Program
for NEW TEACHERS!



For more information contact:

Beth Crisafulli
Director of School Management & Leadership
772-564-3148
Beth.Crisafulli@indianriverschools.org

**Housing Costs-
Security Deposit,
First, Last, etc.**

Moving Costs

Storage Costs

Utilities Deposits

**Eligibility
Requirements**



Partnership with the
Education Foundation of
IRC

The SDIRC Certification Reimbursement Program continues:

SDIRC Certification Reimbursement Program

2022-2023 School Year



The SDIRC Certification Reimbursement Program is OPEN to:
NEW Instructional Staff for the 2022-2023 school year with a cap
of \$250.00 for each instructional staff member.

**Documentation of certification test results(passing score only) for ANY subject
area test and/or the FLDOE \$75 fee to add to certificate must be uploaded.*

ALSO ELIGIBLE:

**ANY SDIRC TEACHER ADDING ESOL, ESE, READING, or FELE to
their certificate. \$250 cap applies.**

**Documentation of ESE, ESOL, or FELE test results(passing score only)
and/or the FLDOE \$75 fee to add to certificate must be uploaded.*

WHO IS ELIGIBLE?

The program will reimburse up to \$100 for costs of
study materials or study programs as well. Simply
upload your receipt along with test score.

** You must pass the test in order to be eligible for reimbursement.*

NEW ADDITION



SDIRC CAREER FAIRS RECRUITING SCHEDULE 2022-2023



ATTENDED

UPCOMING FAIR

CAREER FAIR	DATE	TIME
1) Bethune-Cookman University's Fall 2022 Virtual Graduate School and Career Fair	10/19/22	3-7pm
2) Diversity in Education Executive Search Recruitment Fair	10/27/2022	2-5pm
3) FAU Career EXPO-Fall 2022 (Virtual)	11/3/22	11-2pm
4) Valdosta State University Fall Education Fair	11/16/22	12-3pm
5) 2022 Wake Forest University Master's and Doctoral Virtual Career Fair	11/3/22	12-4pm
6) NC A&T State University Virtual Fall Career Awareness Fair (HBCU)	9/15/22	12-6pm
7) FAMU Spring 2023 Career and Internship Expo	1/25/23	10am
8) 8 th Annual City of Ft Pierce Job Fair	1/25/2023	9:00am
9) U of SC Education Recruitment Day (Spring 2023)	4/12/23	12:00pm
10) Diversity of Ed Virtual Fair EXPO	4/15/23	12-5pm
11) NC A&T State University Virtual Spring Fair	2/15/23	12:30pm
12) FAMU Spring Education, Social Sciences and Art Fair	3/8/23	10:00am
13) Valdosta State Spring Education Fair	4/12/23	12:00pm
14) 2023 SDIRC CAREER FAIR	4/18/2023	12-6pm
15) Howard University School of Education 15 th Annual Job Fair for Educators	4/12/2023	8-5pm
16) NCCU (NC Central University) 2022-2023 Resume Book Request	7/1/2023	12 noon

PARTNERS IN RECRUITING!



Please note: This SDIRC Recruitment Plan is a working document. Adjustments to the recruitment team and plan will be made as necessary to find qualified diverse candidates.

HCO revised by BMC 8.16.23

