



Human Resources Annual Report

2025



Presentation Overview

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2025 Human Resources Annual Report Overview

Brodie Downs - Deputy Chief HR Officer

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2025 Human Resources Annual Report - Staffing Information and Hiring Report

Dr. Jason Sears - Director of Talent



Strategic Plan: Learning for All

VISION

Our learners are engaged in authentic, challenging, and relevant learning experiences, becoming lifelong contributors and leaders in our dynamic and diverse society.

MISSION

Working together as a team, we will end the predictive value of race, class, gender, and special capacities for our children's success through high-quality teaching and learning for all. We seek to build relationships with families and communities to ensure that every student succeeds.

We will know every student.

VALUES

Equity
Excellence
Family and Community
Wellness

GOALS



Thriving Students



Affirming and Empowering Communities



Equitable, Transformative Resources



2025 Annual Report Highlights

- **Staffing Achievements** - The 2025-26 school opened with less than a 1% teacher vacancy, and improvement from last school year.
- **Wellness and Benefits** - The HR Team supported the opening of the division's Employee Health Clinic, serving staff and their families.
 - HR supported two walking/step challenges throughout the school year.
- **Total Rewards** - The HR Team worked towards a solution to realign the paygrade structure to provide for impactful differentiation in paygrades occupied by a high number of employees.
- **Gallup Engagement** - ACPS sees continuous improvement in its engagement scores (3.92 up from 3.73 four years ago).
- **Paving the Way for Optimized Systems** - HR spent much of the 2024-25 year preparing and planning for new systems to support staff, create efficiencies and prepare for implementation in the current year.

Staffing Information and Hiring Report Agenda

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Vacancy Rates

Comparison of Vacancy Rates for area school divisions

2

New Hires for SY 2025-2026

Information concerning the demographics of new hires

3

Classroom Teacher Diversity

Information concerning the racial diversity of ACPS Teaching staff

4

Hiring of Classified Staff

Information concerning the hiring of ACPS Classified Staff

5

Hiring of Leadership Positions

Information concerning the hiring of ACPS Leadership positions

6

On the Horizon

Hiring successes and focal points for the upcoming year



Vacancy Rates Across Virginia

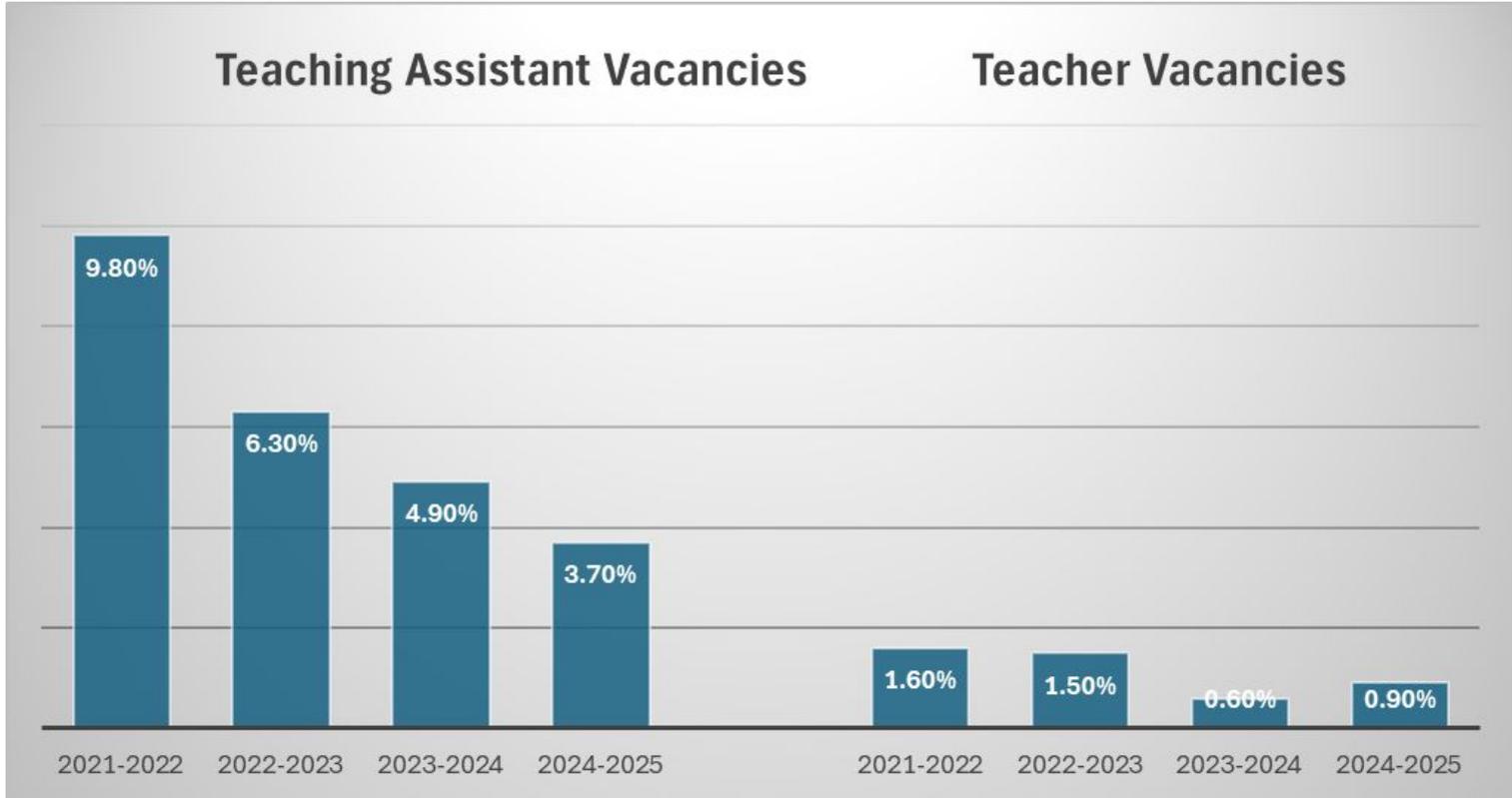
	Elementary	Mathematics	Special Education	Title I	Physical/Life Sciences	English/L.A.
Virginia Beach	1.7%	1.5%	3.9%	1.7%	0.9%	2.0%
Fauquier	3.5%	9.6%	9.1%	0.0%	9.0%	1.8%
Prince William	2.4%	1.7%	11.4%	13.2%	2.9%	1.0%
Henrico	7.5%	8.2%	8.2%	12.5%	5.4%	0.4%
Chesterfield	5.4%	4.9%	19.7%	0.0%	5.6%	2.5%
Charlottesville City	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
ACPS	0.5%	0.0%	3.1%	2.3%	0.3%	0.0%

Across the Commonwealth of Virginia the average vacancy rate was 3.4%.

Albemarle County Public Schools began the school year with an overall 0.9% vacancy rate.



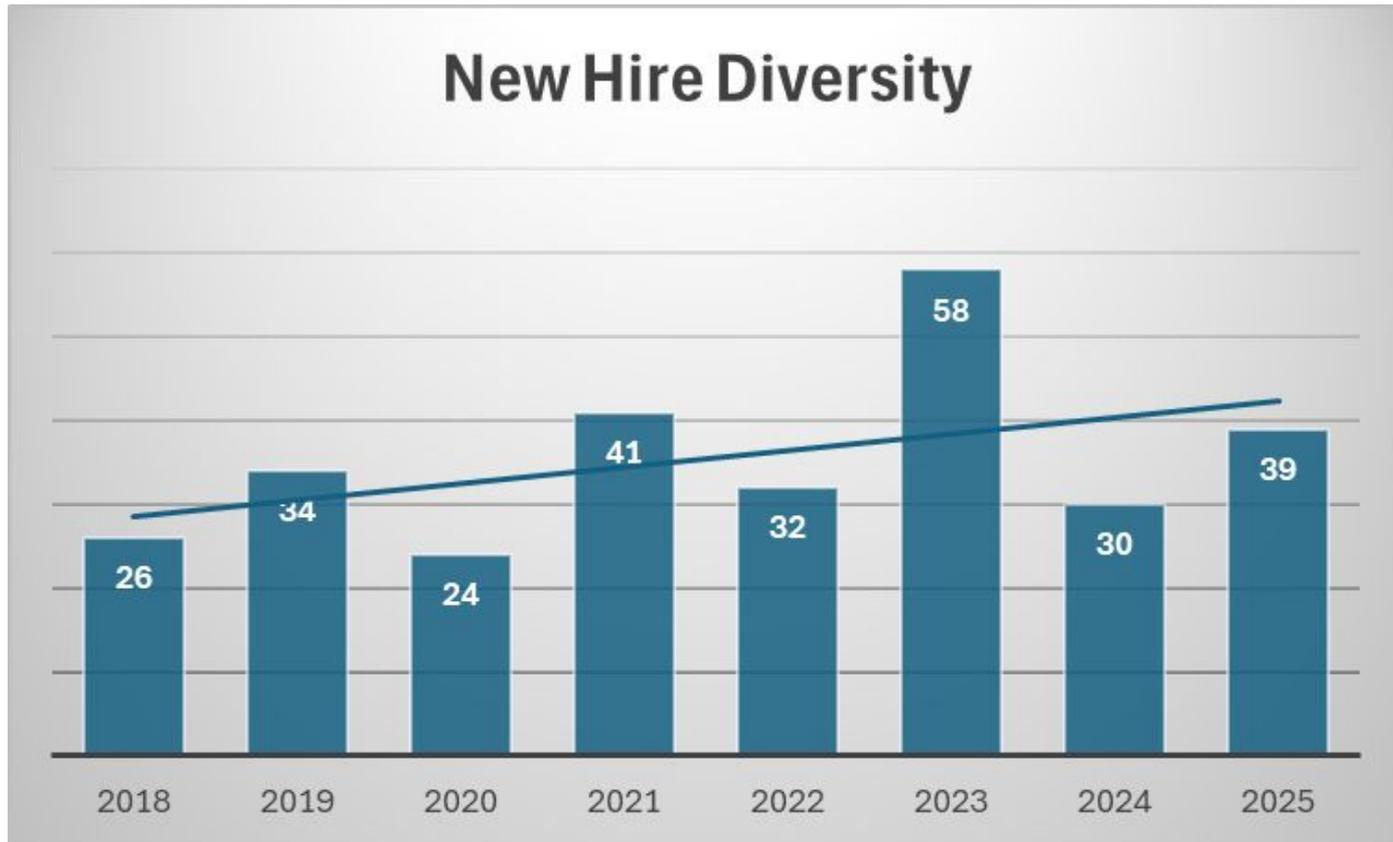
1st Day of School Vacancy Rates



2025-2026 New Hire Demographics

Demographic	# of New Hires SY 25-26	% 25-26	# of New Hires SY 24-25	% 24-25
Teachers of Color	39	21%	30	17%
First Year Teachers	49	26%	37	21%
First Year Teachers of Color	10	5%	3	2%
Teachers in their First Three Years	69	37%	59	33%
Teachers with Bachelor's Degrees	72	39%	68	38%
Teachers with Master's Degrees	108	58%	108	60%
Teachers with Doctorates	6	3%	4	2%
Male Teachers	56	30%	24	13%
Female Teachers	130	70%	156	87%
Total	186	100%	180	100%

New Hire Diversity Trends



ACPS Teaching Staff Diversity

Year	%TOC	Annual Change	Cumulative Change
2017-2018	10.04%	N/A	N/A
2018-19	10.49%	0.45%	0.45%
2019-20	10.28%	-0.21%	0.24%
2020-21	11.13%	0.85%	1.09%
2021-22	11.32%	0.19%	1.28%
2022-23	13.37%	2.05%	3.33%
2023-24	13.40%	0.03%	3.36%
2024-25	13.22%	-0.18%	3.18%
2025-26	13.55%	0.33%	3.51%

Percentage of Teachers SY 25-26		
White	1206	86.45%
Black	79	5.66%
Hispanic / Latino	54	3.87%
Asian	26	1.86%
American Indian / Native Alaskan	3	0.22%
Native Hawaiian or Pacific Islander	0	0.00%
Two or More Races	27	1.94%
Total	1395	100.00%

ACPS New Hire Diversity: Educational Support Staff

Department	Total Hires	Hires of Color	% Hires of Color	Current Vacancies
Transportation	36	7	19.44%	7
Child Nutrition	20	6	30.00%	5
EDEP	18	11	61.11%	5
Building Services	9	4	44.44%	8
Technology	0			0

ACPS New Hire Diversity: Leadership and Central Services Teams

Position	Leadership Changes	Promotions	Transfers	External Hires	Leaders of Color
Assistant Superintendent	1	0	0	1	0
Principal	4	2	2	0	0
Assistant Principal	5	1	3	1	1
Central Services / Support Departments	3	1	0	2	2

On the Horizon:

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**Increase in Provisionally
Licenced Teachers**

2

**Continued Bus Driver
Recruitment**

3

**Continued Child Nutrition
Recruitment**

4

**Continued Innovation of
Recruitment Efforts**

5

**Retention: Gallup Engagement
and Clifton Strengths**

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TBD



Questions/Discussion

