



CHARLOTTESVILLE CITY SCHOOLS

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SUPPORTIVE INFORMATION SHEET CHARLOTTESVILLE CITY SCHOOL BOARD

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| DATE: | January 9, 2025 |
| SUBJECT: | 2024-2025 Recruitment Report |
| BACKGROUND INFORMATION: | <p>The Charlottesville City Schools 2025-2026 Recruitment Report provides a comprehensive analysis of the division's workforce, drawing from internal longitudinal retention records and federally mandated Instructional Personnel and Licensure (IPAL) data. The report highlights a significant shift from workforce stabilization to robust growth and heightened compliance.</p> <p>By examining three-year trends in turnover and current licensure compliance, this report offers a holistic view of the division's progress in recruiting, retaining, and properly credentialing high-quality educators for every classroom. It serves as a strategic roadmap to align staffing practices with the goals of the 2023-2028 Strategic Plan, specifically focusing on supporting staff, maintaining retention momentum, and diversifying the workforce.</p> |
| STRATEGIC PLAN: | <p>Priority # 3 - Support Our Staff</p> <ul style="list-style-type: none">● All schools will be fully staffed by September 1 each year● Annual increase in the retention rate of teachers by 2% or more, with an overall goal of 90% or higher retention rate.● Make annual progress toward hiring licensed staff of color. The goal is for staff minority representation to match or exceed Charlottesville's area demographics.● Supply pathways for 5 or more current unlicensed employees to become licensed staff. |
| RECOMMENDATION: | This is an information update. |

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| ACTION REQUIRED: | None |
| CONTACT PERSON(S): | Maria Lewis, Director of Human Resources |
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