

# Teacher Vacancy Grant FY 2024



## Bloomington Public Schools District 87



**\$176,493/year**

### The Challenge

District 87 has a highly diverse student population and a growing number of low-income students, and it is our mission to provide an inclusive and rigorous educational program for all students. We foster a supportive climate and culture for our staff. Amidst a national teacher shortage, it has been a challenge for District 87 to attract candidates for compete for hard-to-fill positions.

### Strategic Local Investments

#### Strategy 1: Develop Robust Teacher Onboarding and Mentoring Program

Provide a comprehensive support system for new staff that includes an intensive onboarding program and a preK-12 mentorship program that elevates teacher leaders to intentionally guide new staff throughout their first years.

#### Outcomes

- Retained **95%** of new teachers hired during the grant period.

#### Strategy 2: Increase the Number of Teachers in Hard-to-Fill Positions

Financially support staff who want to teach in high-need areas, such as multilingual and special education, to obtain professional licenses or endorsements.

#### Outcomes

- Filled **7** multilingual positions for SY 2024-25.
- Twelve** staff members have obtained or are working toward their license or additional endorsements with a **five-year commitment** to the district.

#### Strategy 3: Support the Visiting International Teacher Program

Participate in a cultural exchange program with teachers from Spain during SY 2024-25.

#### Outcomes

- Decrease number of vacant teaching positions in bilingual and world language classrooms.
- Exchange of teaching methodologies between Spanish teachers and U.S. teachers and students.

**“As a paraprofessional whose goal is to become a special education teacher, this grant helps pave my road to that success.”**

**-- Jalisa Jackson, Bloomington Public Schools, District 87**