



\$92,164

FY 2024 Grant Award

## Durand CUSD 322

### The Challenge

The Teacher Vacancy Grant has created a more level playing field for Durand CUSD 322, a small rural district that must compete with higher-paying districts and larger communities that can offer amenities that are attractive to teacher candidates.

### Strategic Local Investments

#### Strategy 1: Attract quality staff to Durand Schools via financial incentives.

Durand Schools offered a \$1,200 sign-on bonus to all new teacher hires.

#### Outcomes

- Filled **all three** of our teacher openings.
- Hired a “hard to fill” high school Spanish teacher position.

#### Strategy 2: Retain quality teachers by improving compensation.

Durand Schools utilized grant funds to provide a \$1,200 “Return to Teach” bonus to all teachers returning for the following school year. The district also provided “Bulldog Bucks” to staff that they could redeem at local businesses for gas, food, etc.

#### Outcomes

- Retained **100%** of Durand teachers for the 2024-25 school year.

#### Strategy 3: Provide a positive and compelling culture for our staff.

Durand Schools provided teaching staff with many opportunities to enjoy working in the district and want to stay. It hosted nationally renowned educator Thomas Murray to present to staff on their first day back from summer break.