

Fairfield Public School District 112

The Challenge

The teacher shortage is one of the greatest challenges in education today. The district has seen a lack of qualified applicants, and current educators have experienced burnout.

\$109,329
Annual Grant Amount

Strategic Local Investments

Strategy 1: Tuition Reimbursement

Teacher Vacancy Grant funds have allowed paraprofessionals working for our district to go back to school to obtain their Professional Educator License (PEL). Teachers who currently have their PEL can go back to school to obtain endorsements in other areas. This has allowed the district to fill vacancies with internal candidates who are already committed to the district’s culture and community.

Outcomes

- **Eight staff members** have taken advantage of tuition reimbursement.
- **Two paraprofessionals** have moved into teaching positions this year, while others will be completing their programs as other teachers retire.

Strategy 2: Social, Emotional, and Mental Support

Teacher Vacancy Grant funds have allowed the district to support our teachers’ social, emotional, and mental needs with “out of the box” ideas.

Outcomes

- The district took all staff on a **field trip** away from the school and community. They played laser tag and arcade games, bowled, and watched a movie.
- The district installed a **fitness center** for staff-only use.

Strategy 3: Appreciation

Teacher Vacancy Grant funds have allowed the district to build culture and morale through various staff appreciation activities and incentives.

Outcomes

- The district has purchased meals and school memorabilia for staff and played games with prizes.
- Staff have received longevity stipends for their time in the district.