

# Teacher Vacancy Grant FY 2024

## North Greene Unit District 3

### The Challenge

North Greene schools have experienced significant teacher turnover, resulting in the addition of staff who are still seeking licensure. The district is not able to compete with larger, neighboring districts, but it has developed strategies to combat turnover, retain current staff, and provide support to new and aspiring teachers.

### Strategic Local Investments

#### Strategy 1: Tackling Turnover through Staff Support and Incentives

North Greene has provided high-impact professional development to improve instruction, increased teachers' earning potential, partnered with retired teaching staff to serve as instructional coaches, developed a mentoring program, and purchased technology tools and other classroom supplies.

#### Outcomes

- Hired **six new certified teachers** for the 2024-25 school year.
- Provided **six teachers with tuition reimbursement** toward earning their Professional Educator License.
- **Three open positions** for the 2024-25 school year, a decrease from 10 positions in 2023-24.

#### Strategy 2: We Believe in North Greene!

North Green invested funds to rebrand the district and focused heavily on the implementation of climate and culture activities to reestablish a sense of pride in schools. The district purchased a range of visual assets, including window and wall decals, banners, backdrops, and signage to create an engaging environment for students, faculty, and visitors.

#### Outcomes

- Enhanced **job satisfaction**, promoted a positive work environment, enhanced community perception, increased **staff well-being**, improved staff productivity.
- **Achieved 10% improvement** in staff attendance throughout the district from 2023 to 2024.

#### Strategy 3: The Little Spartan Educational Day Care Center

The district plans to establish an employer-sponsored day care facility to reduce the stress and financial burden associated with child care costs.

#### Projected Outcomes

- Provide an additional recruitment and retention incentive for staff.



**\$320,150**

**Annual Grant Award**