



# Valley View School District 365U

Valley View School District 365U experiences a relatively high number of unfilled teacher positions (19 on average/annually) and a vacancy rate of 1.41%. Over the last two years, the district's unfilled positions have increased to 32. The district needs assistance in finding special education, English as a second language (ESL)/bilingual, mathematics, and science teachers at the middle and high schools.

*"I am so grateful for this opportunity to be able to obtain a teaching certification while still being able to work. It has been a lifelong goal to be a teacher. I love to teach students."*

– **Lucila Serrano, Middle School Paraprofessional**

## Strategic Local Investments

### Strategy 1: Grow Paraprofessionals into Teachers

VVSD utilized grant funding to partner with BloomBoard, a talent development provider, to support our paraprofessionals to earn bachelor's or master's degrees, and an add-on LBS1 and/or ESL endorsement. Our current paraprofessionals have a deep understanding of students with disabilities and a repertoire of effective instructional strategies. They also are already committed to the school community and culture, which can lead to less attrition.

#### Outcomes:

- **Eighteen participants** across two cohorts with anticipated graduation dates ranging from fall 2024 to spring 2026. **Five participants** are anticipated to start in the third cohort in spring 2025.
- All expected to graduate with licenses and endorsements to **meet critical shortage areas** for the district.

### Strategy 2: Robust Online Recruitment Campaign

VVSD started a recruiting campaign in the fall of 2024 through Indeed and LinkedIn, including virtual job fairs, targeted email campaigns, and targeted job postings. In addition, VVSD streamlined the recruiting and hiring process by embedding interviewstream, an online interview software system.

#### Outcomes:

- Closed **two certified positions a week**.
- Interviewed **40 candidates** at three virtual job fairs via Indeed in fall 2024.
- Sent **over 1,500 emails** to candidates who have applied or are actively looking for a position.
- Will host at least **two virtual job fairs per month** in spring 2025 in addition to traditional job fairs.

### Strategy 3: Mentoring Program for New Teachers and Paraprofessionals

VVSD issued a mentor to every paraprofessional in the "Grow Your Own" program and to each teacher new to the district. Serving as a mentor also gives current employees growth and leadership opportunities. Mentors provided ongoing instructional and curricular support, as well as social-emotional coaching in meeting the needs of the students.

#### Outcomes:

- Eleven paid employees participated in the mentoring program.
- All members of the paraprofessional-to-teacher cohort have so far completed their coursework and their Professional Educator License exam.
- **Teacher retention increased in the fall 2024 over prior years.**