

FY 2007 QUESTION NUMBER: 26

QUESTION:

Is there a difference in the DCC schools compared to other MCPS schools in the number of “hard to fill” vacancies?

BUDGET PAGE REFERENCE: 8-9

ANSWER:

The “hard to fill” vacancies do not differ between Downcounty Consortium (DCC) schools and other MCPS schools. Vacancies in special education, speech pathology, math, science, foreign language, computer science, and technology education occur as a result of a shortage of qualified applicants in these fields. The ability to fill vacancies in DCC schools continues to be a challenge. Applicants report that meeting with principals and staff early in the hiring process, instructional support, strong leadership, attractive school climate, and culture are major factors that influence their decision to accept a position, whether or not the school is in the DCC.

Staff from the Office of Human Resources visits DCC schools to collaborate with principals and develop strategies to attract and hire more teachers to meet their staffing needs. The offices of Human Resources and Organizational Development are working with DCC schools to increase and expand university partnerships at these sites and provide opportunities for DCC schools to hire partnership interns upon graduation.