

- Maintain "Featured Vacancies" (aka Recruitment Webpage) on District website that is continuously updated to reflect employment opportunities at our highest need schools.
- Social media outreach via Facebook and Twitter – (<https://www.facebook.com/mdcpsteacherswanted> and @mdcpsteach) providing link to M-DCPS Featured Vacancies page
- Outreach to business bureaus to market recruitment events/initiatives and promote instructional job opportunities.
- Advertise on national electronic platforms (e.g. teachers-teachers.com, teach.org).
- Use the Interim Teacher Talent Pool (ITTP) as another source of potential candidates (recently employed and recommended by principals) to fill Tier 2 and Tier 3 vacancies.
- Conduct senior seminars for education majors at all of our local colleges/universities to highlight M-DCPS as an employer-of-choice.
- Hold information sessions at local colleges/universities for non-education majors (STEM and other secondary subject area majors) encouraging them to consider teaching as a career.
- Targeted recruitment campaign to attract STEM participants to M-DCPS TEACH Strong program – successful completion of summer training program results in participants being placed in high needs secondary schools to teach math and science.
- Attend events like the Florida Fund for Minority Teachers Symposium and the Great Florida Teach-In to meet with teachers from throughout the state of Florida (and beyond), and highlight M-DCPS as an employer-of-choice, particularly the schools where they are most needed.
- Outreach to colleges/universities across the state to promote employment opportunities at M-DCPS and ensure M-DCPS is featured on the school's career resource site.
- Ongoing vetting of TeacherMatch applicants and constant collaboration with Tier 2 and Tier 3 principals to identify and hire strong candidates for these schools.

During the year's first DATA/COM meeting, school principals are asked to report the number of open positions and receive support in identifying candidates in order to be fully staffed by the first day of school. If a vacancy shall occur in a core content area, highly qualified transformation coaches and/or curriculum support specialists who hold appropriate certification will be responsible to cover courses until a teacher is identified.

Teachers and transformation coaches serving in the Lowest 300 Elementary Schools who are participating in the additional hour of instruction (Extended Day) will receive an annual supplement of \$4,600 and the payment of this supplement is expedited. For the 2016-2017 school year, there are twenty-two (22) schools currently scheduled to receive the supplement. Through the Extended Day Supplement, the district is able to incentivize teachers to remain in our fragile schools and reduce turnover.

