Recruitment & Retention in the DC Education Workforce

Potential parent priority: *Incentives and additional resources that support the recruitment and retention of the DC education workforce - especially Black, Brown, and Native Washingtonians.*

How are recruitment & retention defined?

- **Recruitment** = bringing **new staff** into a profession.
- **Retention** = **staff staying in their positions**, preferably in DC and at the same school.

What is the current state of recruitment & retention?

When students have stable, consistent and experienced adults in their lives, it helps build community with students and families, and helps them feel a greater sense of belonging and connectedness; however, schools with the **highest-need students often face the largest staffing shortages.** *Note: If this issue is selected, parents would select which position to focus on. See data on recruitment and retention for various school-based positions below:*

Principals: From 2021-2022 school year to 2022-2023 school year - across all of DC (DCPS and public charter schools), **74% of principals stayed at their same school**, 5% moved to a new school, 10% changed their role type, and 11% left the sector

Teachers: From 2021-2022 school year to 2022-2023 school year - across all of DC (DCPS and public charter schools), **70% of teachers stayed at their same school**, 9% moved to a new school, 3% changed their role type, and 17% left the sector

Substitute teachers: The number of substitute teachers has **declined from an average of 741** in SY 2020-2021 to **557** in SY 2021-2022

School-based mental health clinicians: Currently, **only 63% of schools have a full-time SBMH clinician** in their school despite Council funding enough for one clinician per school.

Out-of-School Time providers: In DC Policy Center's OST Needs Assessment, **providers cited staffing issues as the top issue preventing them from providing services to students** and expanding programs so they can reach more students.

School Facilities

Potential parent priority: Resources to support all children having access to modern school facilities.

What are the key components of modern school facilities?

Healthy and Safety: All schools need baseline health and safety measures like locks on all doors, soap in bathrooms, proper cleaning supplies, air conditioning and heating systems, safe drinking water, and rooms free of mold, toxins, or leaks.

Modern Design: Maximizing access to natural light, creating spaces to encourage collaboration, and open floor plans all help keep students interested in learning and foster curiosity.

Supports for 21st Century Learning: Modern learning environments need to support different types of learners (hands-on, visual, audio, reading/writing), support both individual and group work, promote interaction and a sense of community, and foster both formal and informal learning.

What is the current state of school facilities?

- The state of school facilities varies widely across the District:
  - Only some schools are properly *renovated*, which is important for ensuring basic health and safety.
  - Some schools are still **lacking the basics**: soap and working plumbing, air conditioning, door locks, repairs to paint/plaster issues, and more.
  - Not all schools are *modernized* with 21st century learning supports.
  - We don't have comprehensive data about the state of DCPS and public schools because they are managed differently with different tracking and oversight processes.
- In PAVE's Spring 2023 School Facilities Survey, **76.36% of parents were unaware of plans to modernize and/or renovate their child(ren)'s school(s).**
- For parents whose schools have been modernized and/or renovated or who were aware of plans to do so, **nearly 50% of parents were unaware of opportunities for their students or families to engage in the plans**.