



**Grande Prairie** and District  
**Catholic Schools**

Recruiting & Retaining  
a  
High Quality  
Teaching Force

# Where do we look?

- GPRC TEN and U of A PracticumS
- Also UofS, UofC, UofL, Kings
- St. Joseph College (rare)
- Eastern Canada - Career Fairs
- Quebec - Career Fairs
- U of A Career Fair
- GPRC Career Fair
- Going to try Saskatchewan
- Email Lists
- Social Media

# Henri's Recruitment Experiences

# Qualities We Look For...

- Catholic
- Relational
- Growth Mindset
- Collaborative
- Strong Work Ethic
- Withitness

# New Teacher Orientation

It's not what you do in one day;

Weebly

it's what you do for 1 or **2** years and beyond.

**SURROUND THEM WITH SUPPORT**





**Coaching**

**Beyond  
Comfort  
Zones**

**Trusting  
Relationship**

**Modelling  
Best  
Practices**

**Reflective  
Conversation**

**Teaching  
Quality  
Standard**

**Non-Evaluative**

**Numeracy  
Literacy**



**Evaluation**

**Formal  
Feedback**

**Professional  
Judgement**

**Teaching  
Quality  
Standard**

**For the Profession**

**Constructive**

**For the District**

# Cooperating Teachers and Mentors

Shoulder Tap...



70%  
TEN Placements

# By the Numbers

We currently have approx. **310** teachers...

**175** were hired in the last **5** years.

**80** are currently on probationary contracts.

**16** temporary contracts.

**17** new teachers + **17** mentors

**14/27** Principals/APs have less than 3 yrs experience

# Teacher Retention

Alberta average (5 year)

approximately 60%

GPCSD (5 year)

84%

What about our more experienced teachers?

**Professional Learning Plan**

**Instructional Supervision**

**Leadership Academy**

**Teaching Quality Standard**

**Many Learning Opportunities**

One bad hire creates  
years of entertainment.