

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

<u>New Teacher</u> <u>Orientation</u>

It's not what you do in one day; Weebly

SURROUND THEM WITH SUPPORT



Coaching

Successful New Teacher

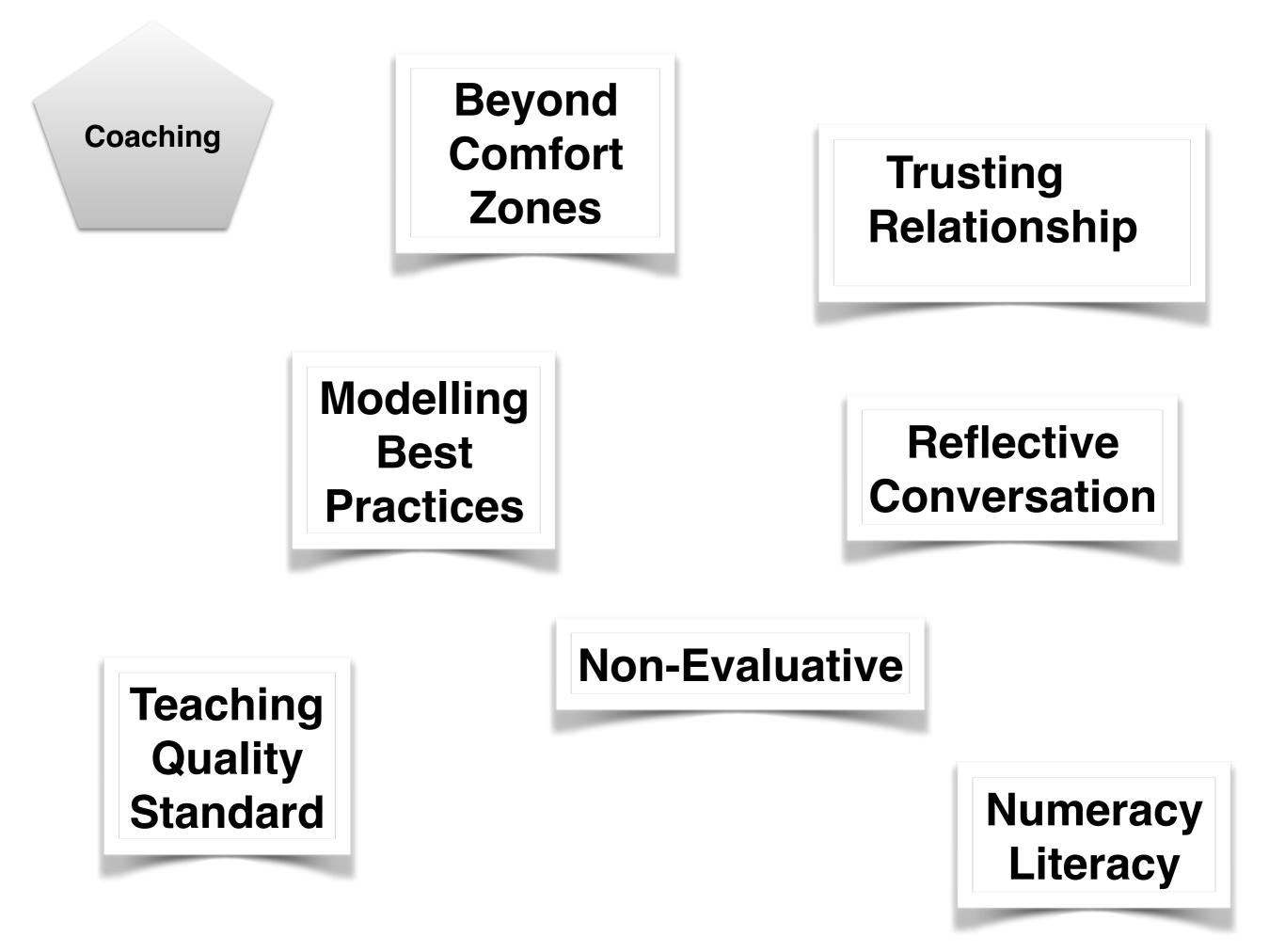
Evaluation





Collaborative

I'm Not Alone



Evaluation

Formal Feedback

Professional Judgement

For the Profession

Teaching Quality Standard

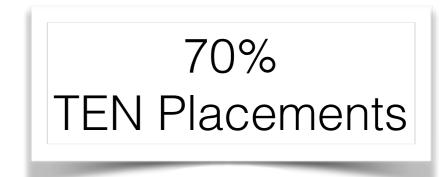
For the District

Constructive

Cooperating Teachers and Mentors

Shoulder Tap...





By the Numbers

We currently have approx. **310** teachers... were hired in the last **5** years. are currently on probationary contracts. temporary contracts. new teachers + **17** mentors **14/27** Principals/APs have less than 3 yrs experience

Teacher Retention

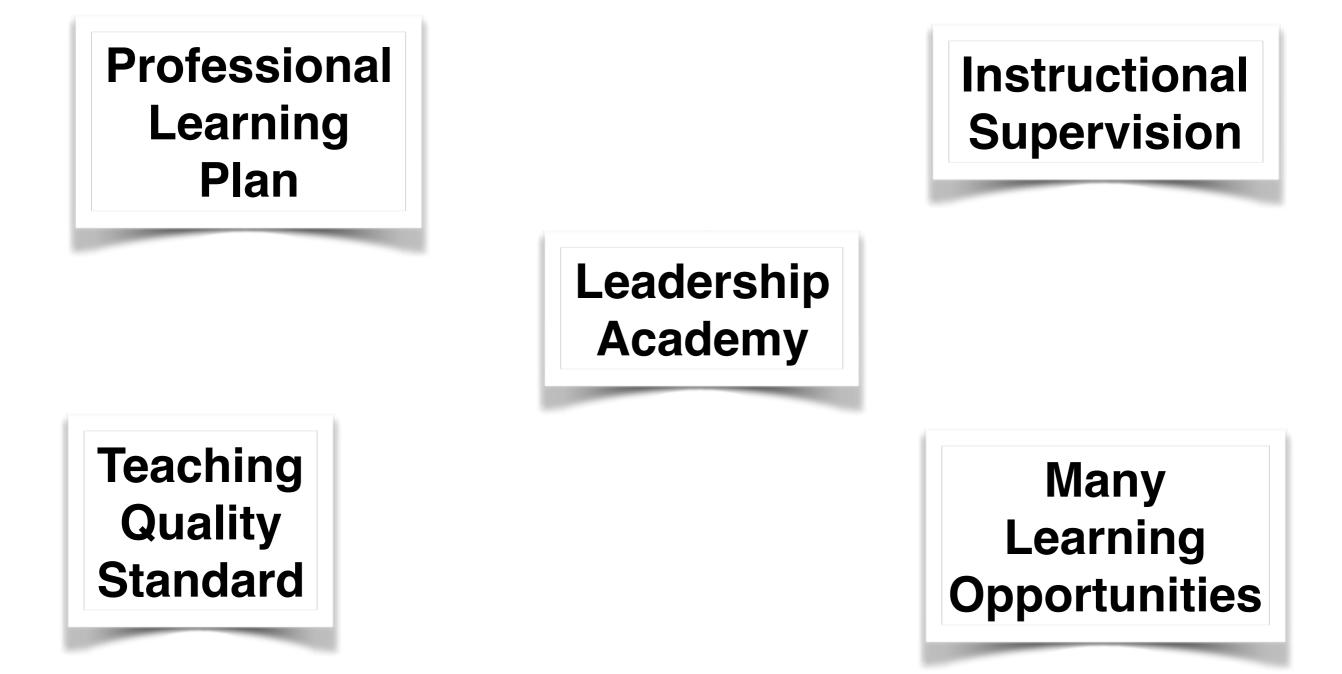
Alberta average (5 year)

approximately 60%

GPCSD (5 year)

84%

What about our more experienced teachers?



One bad hire creates years of entertainment.