

GOAL #1 – PERSONNEL

CURRENT SITUATION

The administrative team has met over the year to try and come up with a plan to attract and retain high quality staff. We have struggled (especially at the High School level) to attract teaching candidates in some fields (esp. Math, Spanish and Special Education). We have used on line Spanish for the entire school year with an aide monitoring the classes at the High School. We have gone through 4 different Algebra 1 teachers and are actively looking for a full-time teacher for next year. We have been down 2 Special Education teachers between the Junior High and High School. The board did increase the salaries for the teaching and support staff by an average of 3.6% for the 2018-2019 school year. That increase included raising the base salary for a certified staff to \$32,250. That puts that salary in the middle of the county.

MOVING FORWARD

We are sending teams to EIU and ISU the first part of March to participate in jobs fairs trying to attract new talent to Oakwood. We are also monitoring other districts around the area to see if there are opportunities to attract talent to Oakwood. We will continue to advertise via all the normal outlets and increase our use of social media to attempt to attract new talent.