

Recruitment 2018-19



LEHRER **WELTWEIT**

Our recruitment efforts have lead to

- More than 13,500 hits
- Around 70 applications and another 30 interested teachers
- More than 25 information sessions & 15 job interviews so far
- 7 hires and 3 pending hires
- We still have between 5-10 qualified applicants (new and in-house)
- Working on pre-departure & onboarding

ÄNDERN

LÖSCHEN

STATUS AKTIV

8145 Aufrufe · Erstellt am 23.04.2019 · Kennziffer 404

Lehrer/in Sekundarstufe 1 für das Schuljahr 2019/20

ÄNDERN

LÖSCHEN

STATUS AKTIV

4099 Aufrufe · Erstellt am 20.03.2019 · Kennziffer 403

Lehrer/in für die Grundschule für das Schuljahr 2019/20

ÄNDERN

LÖSCHEN

STATUS INAKTIV

1546 Aufrufe · Erstellt am 20.03.2019 · Kennziffer 402

Lehrer/in für die Vorschule für das Schuljahr 2019/20

Staffing 2019-20

Staff Departures & Changes

Non-Renews

- 3

New Roles

- 7 (working full time at a partner High School, switching grade levels or to a SpEd position)

International Departures

- 6
- 2 of them have been here for multiple years
- Reasons for leaving: grad school, have to return to old positions in order to retain them, moving to a tenured position, end of contract

Staffing Changes - Arrivals

New Returning Teachers & Interns

- 3

International Arrivals

- Several teachers through our recruitment efforts

Ongoing Challenges

- Visa type - International teachers who want to relocate to US prefer H1B over J1 (TCGIS is working on H1B cap exempt status)
- Family benefits and salary
- No allowances for international relocation/flights etc
- Professional Educator Licensing and Standards Board (PELSB) decision on credentialing for international teachers
- Onboarding and year 1 support

New in 2019-20

Trained Teachers

For the first time, all ES teachers will have either completed teacher training at a university OR have extensive experience in the classroom. All non-traditionally trained teachers have years of teaching experience are on a path to getting a TIER 3 Minnesota teaching license through other pathways.

Grade Level Chair/Anchor Teachers

Create grade level teams with an anchor teacher who is at the school permanently and supports new & international teacher

International Pre-departure and Onboarding

Elementary School

Kindergarten

K-1	K-2	K-3
Veteran teacher	New Hire	Veteran teacher

1st grade (5 candidates for ES)

1-1	1-2	1-3
Veteran teacher		Returning Teacher

2nd grade

2-1	2-2	2-3
Veteran teacher	Veteran teacher	Veteran teacher

3rd grade (5 candidates for ES)

3-1	3-2	3-3
Veteran teacher	New Hire	New Hire

4th grade

4-1	4-2	4-3
Veteran teacher	Returning New Hire	New Hire

Specialists

Sport	Drama	Art	Tech	Englisch
New Hire	Veteran teacher	Veteran teacher	Veteran teacher	Veteran teacher Veteran teacher

Middle School

Deutsch & Social Studies 5&6

Veteran teacher	Veteran teacher	Veteran teacher

Deutsch & Unterstützungsdeutsch 7&8

Veteran Teacher (ZfA)	New Hire

English & Spanish

English	English	Spanish
Veteran teacher	Veteran teacher	New Hire

Math 5-8

Veteran teacher	Veteran teacher

Specialists

Art	Drama	Sport
Veteran teacher	Returning Teacher	New Hire

Science 5-8

Veteran teacher	Veteran teacher