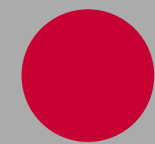
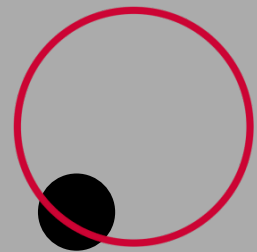
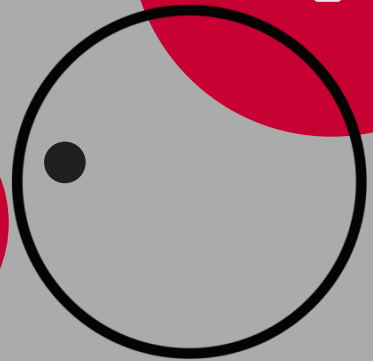


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Recruitment + Retention

2019



Recruitment

- Competitive Salary and Benefit Plans
 - Texas Association of School Boards (TASB) Salary Study
- District and University Partnerships – Student Teachers
- University Career Fairs (Baylor, TCU, UT-Dallas, UNT, TWU, Univ. of Arkansas, Dallas Baptist)
- Substitute Pool
- Former CISD graduates
- Educational Aides becoming Teachers – Hire From Within



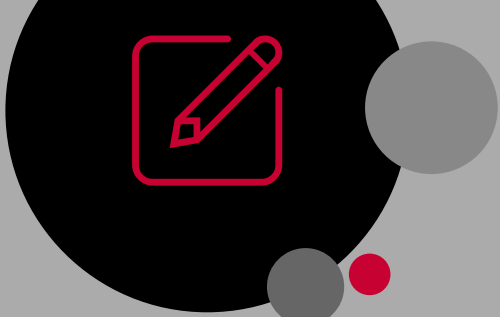
Retention

- Stay Interviews – Why do employees stay in CISD?
- Exit Interviews – What are the reasons employees leave?
- Focus on Building Authentic Relationships – “You Matter to HR”
Campus Visits
- Competitive Salary and Benefits Plans



2019 Hiring Highlights

- CISD is below the state average for teacher turnover percentages
 - State 16.6%
 - CISD 13.7%
- 14 Former Employees returning to CISD
- 18 Former CHS Graduates
- 9 Substitutes
- 4 Student Teachers



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