

## Personnel Hiring Summary

September 14, 2016



Barb Malone  
Director of Human Resources

Shrewsbury Public Schools

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## Personnel Hiring 2016-2017

**•Rigorous Process for Professional Hires:**

- Applications received and screened
- Phone pre-screens/interviews
- Selection committee face-to-face interviews (administrator, educator, and parent involvement; student involvement at middle/high school level)
- Teaching demonstration lesson (student involvement)
- Reference check
- Interview with Superintendent/Director of HR
- Background check (CORI and SAFIS)



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## Personnel Hiring 2016-2017

- Applicants to our professional level positions: 1717
  - 1.46% of those who applied were appointed to a professional position with us
  - 56% have advanced degrees (Master or higher)
- Applicants to our paraprofessional level positions: 662
  - 6.19% of those who applied were appointed to a paraprofessional position with us



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## Personnel Hiring 2016-2017

- Total professional level searches conducted: 29
  - Retirements, resignations:
    - 1 Leadership: Director of Special Education and Pupil Personnel Services
    - 1 District Leadership Team: Curriculum Coordinator/Instructional Coach
    - 25 Full-time educators
    - 4 Part-time educators



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## Personnel Hiring 2016-2017

- Total administrative support searches conducted: 2
  - 1 replacement for retiree
  - 1 replacement for resignation in central office
- Total paraprofessional level searches conducted: 41
  - retirements and resignations



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## Personnel Hiring Summary

*Thank you to the Town of Shrewsbury and all the educators, parents and students who led or served on search committees*

2016-2016



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