

# Personnel Hiring Summary

September 4, 2019

Shrewsbury Public Schools

Barb Malone  
Executive Director of Human  
Resources

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# Personnel Hiring 2019-2020

- **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 checks
- ☐ Interview with Superintendent/Exec Director of HR
- ☐ Background check (CORI and SAFIS)



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# Personnel Hiring 2019-2020

- Applicants to our professional level positions: 2598
  - 2.16% of those who applied were appointed to a professional position with us
- Applicants to our paraprofessional level positions: 497
  - 8.85% of those who applied were appointed to a paraprofessional position with us

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# Personnel Hiring 2019-2020

- Total professional level searches conducted: 56
  - 9 Promotional Opportunities (4 paraprofessional to teacher; 2 teacher to special education team chair; 2 team chair to director, 1 principal to assistant superintendent)
  - 4 Transfers (3 same role, different school; 1 different role, different school)
  - 2 Rehires
  - 41 “New to Us” Hires
- Registrar and Office Assistant: 2 (1 Rehire)
- Total paraprofessional searches filled: 44

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# Personnel Hiring 2019-2020

## School Leadership Team (2)

- 50%(1/2) new position
- 50% (1/2) replacement due to promotion



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# Personnel Hiring 2019-2020

## Professional Teaching/Specialist Positions (54)

- 31.5 % (17/54) replaced due to resignation
- 24.1 % (13/54) hired for new positions (11.3 total FTE)
- 20.4 % (11/54) replaced due to retirement
- 14.8 % (8/54) replaced due to transfer or promotion
- 7.4 % (4/54) full year long-term substitute due to leave of absence
- 1.8 % (1/54) position out of hiatus

*\*Overall turnover rate due to resignation is 3.4%*

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# Personnel Hiring 2019-2020

## Paraprofessional Positions (44)

- 88.7 % (39/44) replaced due to resignation
- 9 % (4/44) replaced due to promotion
- 2.3 % (1/44) replaced due to retirement
- 0 % (0/44) hired for new positions

*\*Overall turnover rate due to resignation is 13.7%*

# Personnel Hiring Summary

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

2019-2020

Shrewsbury Public Schools

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