

Talent Acquisition Summary

September 26, 2023

Shrewsbury Public Schools

Barb Malone
Executive Director of Human
Resources

Talent Acquisition 2023-2024

Our talent acquisition goals for 2023-2024:

- **Fully staff leadership and professional roles with the strongest candidates during a labor shortage**
- **Fully staff paraprofessional roles with the strongest candidates during a labor shortage**
- **Increase the diversity of our teams**

Talent Acquisition 2023-2024

- **Professional Roles**
 - **Difficult to fill all positions**
 - **Recruiting includes:**
 - **posting to new sites**
 - **networking and building relationships with colleges and universities**
 - **job and career fairs**
 - **asking retirees to return**

Talent Acquisition 2023-2024

- **Difficult to find professional roles:**
 - **Speech Language Pathologist**
 - **Special Education Teacher**
 - **School Psychologist**

Talent Acquisition 2023-2024

Paraprofessionals

- **Still a challenge to find suitable candidates; overall more positions filled at this point in the school year**
- ***Indeed* has been our best source**
- **ABA Techs**
 - **123 on board (131 needed as of 9/13)**
- **Child Specific Assistants**
 - **56 on board (56 needed as of 9/13)**
- **Others “in the pipeline” (8)**
 - **recruiting, selection**
 - **appointment**
 - **working out notices at previous employer**

Talent Acquisition 2023-2024

We need parents & caregivers:

Day-to-Day Substitutes

Please apply to Lindsey Stasiowski
lstasiowski@shrewsbury.k12.ma.us

ABA Technicians

Please apply to ABAPostings@shrewsbury.k12.ma.us

Child Specific Assistants

Please apply to CSAPostings@shrewsbury.k12.ma.us

Shrewsbury Public Schools

Talent Acquisition 2023-2024

Diversity:

- **19.00% Diverse Hires (23.00% last year)**
- **11.36% Professional Roles (13.00% last year)**
- **Applicant pools: 12.88% self-report diverse federal category (all roles)**
- **Will continue the Teacher Diversification Project this year (report at a future School Committee meeting)**

Talent Acquisition 2023-2024

New District Leaders:

- **Chris Girardi, Assistant Superintendent for Finance & Operations**
- **Kristen Gasper, Principal for Major Howard W. Beal School**
- **Michelle Dillon, Assistant Principal for Oak Middle School**
- **Vanessa Colleran, Reading Specialist**
- **Susan Drenzo, Reading Specialist**
- **Heather Mistretta, Reading Specialist**

Talent Acquisition 2023-2024

- **Applicants to our professional level positions: 1,026**
 - **4.38% of those who applied were appointed to a professional position with us**

- **Applicants to our paraprofessional level positions: 419**
 - **9.50% of those who applied were appointed to a paraprofessional position with us**

Talent Acquisition 2023-2024

Searches conducted and filled to date:

District leadership:	6
Professional level:	54
Retail Manager	1
Paraprofessional:	40
Information Technology:	1
Admin Asst/Registrar:	2
All Together:	104

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

Thank you to our district leaders, especially Kristin Herrick and Meg Bartlett, and central office employees: Lindsey Stasiowski (HR Manager), Sherry Robbins, Christine Fowler, Sue Rapp, Liz Todisco, and Nick Hawes