

Personnel Hiring Summary

September 9, 2015



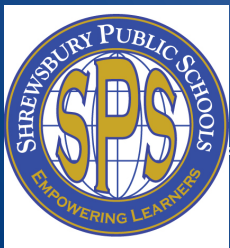
Shrewsbury Public Schools

Barb Malone
Director of Human Resources

Personnel Hiring 2015-2016

•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 2015-2016

- Applicants to our professional level positions: 994
 - 3.8% of those who applied were appointed to a professional position with us
 - 63.1% have advanced degrees (Master or higher)
- Applicants to our paraprofessional level positions: 737
 - 4% of those who applied were appointed to a paraprofessional position with us



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Personnel Hiring 2015-2016

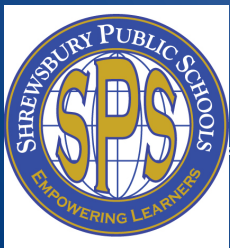
- Total professional level searches conducted: 38
 - Retirements, resignations, non-renewals, additions to staff from appropriated budget
 - 2 Directors (new Director of Nursing, and replacement for retiring Director of Special Education at Oak)
 - 1 Leadership (Assistant Superintendent for Finance and Operations)
 - 27 Full-time educators
 - 9 Part-time educators



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Personnel Hiring 2015-2016

- Total administrative support searches conducted: 3
 - 2 were replacements for retirees
 - 1 was a part time position to support the high school counseling department
- Total paraprofessional level searches conducted: 32
 - Retirements, Resignations, Non-Renewals

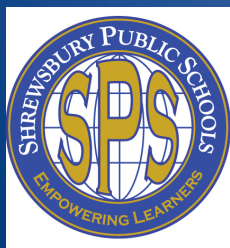


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*Thank you to the Town of
Shrewsbury and all the educators,
parents and students who led or
served on search committees*

2015-2016



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