Office of Talent Management

**Purpose:** We acquire, develop and retain talented employees to support and advance student success. We strive to have every position in the Department of Education filled with a talented, high performing, valued employee.
Office of Talent Management

2018-19 deliverables

- Talent Acquisition
- Talent Development
- Talent Retention
## Talent Acquisition

### Teacher Positions Filled (with SATEP)

<table>
<thead>
<tr>
<th>Indicator</th>
<th>SY 2017 Baseline</th>
<th>SY 2018 Results</th>
<th>Year over year Change</th>
<th>2020 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher Positions Filled (with SATEP)</td>
<td>93%</td>
<td>92%</td>
<td>-1</td>
<td>96%</td>
</tr>
</tbody>
</table>

- **2016-17**: 12,268 out of 13,188 positions filled
- **2017-18**: 12,309 out of 13,320 positions filled

### Special Education Teacher Positions Filled (with SATEP)

<table>
<thead>
<tr>
<th>Indicator</th>
<th>SY 2017 Baseline</th>
<th>SY 2018 Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special Education Teacher Positions Filled (with SATEP)</td>
<td>86%</td>
<td>86%</td>
</tr>
</tbody>
</table>

- **2016-17**: 1,818 out of 2,108 positions filled
- **2017-18**: 1,840 out of 2,151 positions filled
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Talent Development

- 1,411 beginning teachers received mentoring (SY17-18)
- **Beginning Teacher Summer Academy:** 260 attendees for Summer 2018 (up from 90 attendees summer 2014)
- Leadership Institute trained 40 new principals (SY17-18)
  - New Principal Academy, Year 1 — 15 principals
  - New Principal Academy, Year 2 — 25 principals
- Teacher Leader Academy trained 42 teachers (SY17-18)
- 66,578 registrants for PDE3 courses for (SY17-18)
  - Non-Professional Development (PD) Credit registrants: 47,259
  - PD Credit registrants: 19,319
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Talent Retention

<table>
<thead>
<tr>
<th>Indicator</th>
<th>2016 Baseline</th>
<th>2017 Results</th>
<th>Year over year Change</th>
<th>2020 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher Retention</td>
<td>52%</td>
<td>54%</td>
<td>+2</td>
<td>60%</td>
</tr>
</tbody>
</table>

2016-17
478 of 922 teachers hired in 2012

2017-18
533 of 985 teachers hired in 2013
Anticipated outcomes

- Every position is filled with a talented, high performing, valued employee
- Increased opportunities for professional growth and development
- Higher retention and job satisfaction