

Community Collaborative: Human Resources

April 19, 2024



CONROE ISD LEADS:
**COMMUNITY
COLLABORATIVE**

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AGENDA



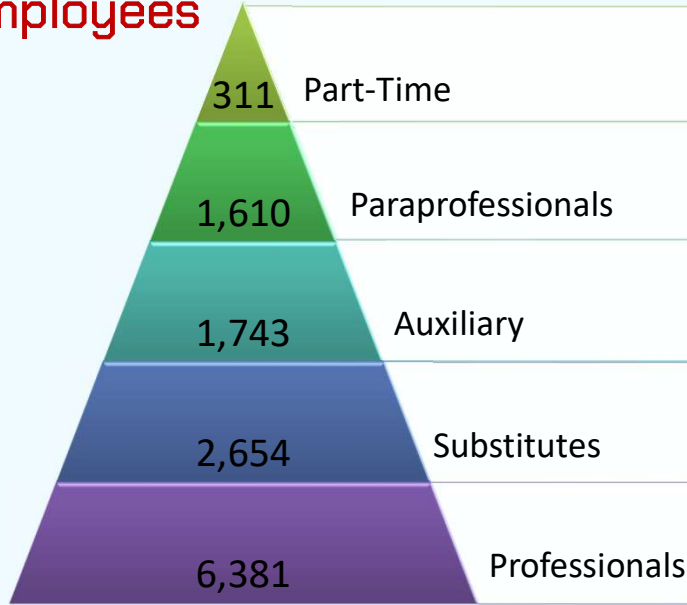
CONROE ISD LEADS:
**COMMUNITY
COLLABORATIVE**

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- 03 Recruiting Efforts
- 04 Staffing - Allocations
- 05 New Schools - Reassignments
- 06 New Hire Process – Interview Committees
- 07 Questions

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Current Data

12,000+ employees



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Summer 2023



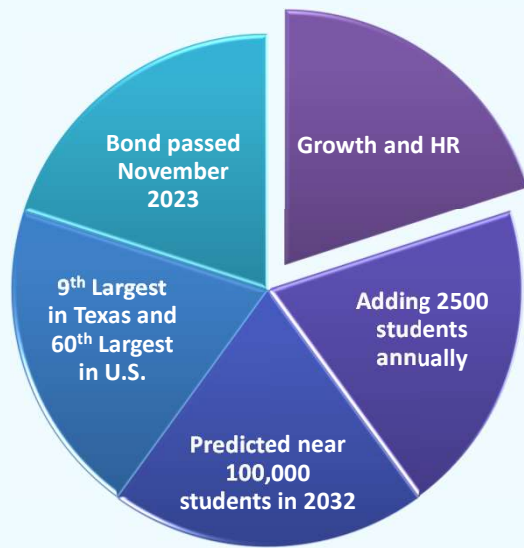
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Current Data

Substitutes	Department Needs	Feeder Challenges
<ul style="list-style-type: none">• Importance• Need• Fill Rates• % of Working Subs	<ul style="list-style-type: none">• Bus Drivers• Police• Custodians• Child Nutrition	<ul style="list-style-type: none">• Location• Drive Time• Childcare• Proximity to I-45 Corridor



District Growth



Recruiting Efforts

Teacher Incentive Allotment

National Board Certification Program

Grow Our Own Events

Scholarships

TEA Certification Pathways



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Recruiting Efforts

Partnerships with Universities and Educator Prep Programs

Yearlong Teacher Residents

Student Teachers

CISD Professional Job Fair and Mini Job Fairs

Social Media Campaigns



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Conroe ISD Job Fair

Letters of Commitment signed on-site

1038 Registrants
814 Applicants in attendance

Specialized recruitment and interview areas

Representatives from 70 Conroe ISD campuses

Volunteers, recruiters, and staff from all departments throughout Conroe ISD

Officially hired **85** professional applicants, and **72** more have been recommended and invited to onboarding



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Staffing - Allocations



Allocations determined by student enrollment

Local, Federal, and Grant funded positions

Provided to HR from Finance and Deputy Superintendent

Excess staff placed in open positions



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New Schools - Reassignments

2024

2025

2026

2027

Volunteers

Specialized Needs and Certifications

District Seniority

Ensuring Integrity of Both Campuses

Bartlett Elementary

The Woodlands Feeder Elementary

242 Corridor Elementary

Grand Oaks 7-8, 9th Grade Campus

Grand Oaks Elementary

Conroe Area High School

Caney Creek 9th Grade Campus

Conroe Area Junior High

Conroe Area Intermediate

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New Hire Process – Interview Committees

Screening Process

- Job Requirements
- Additional Criteria
- District-level screening for Assistant Principal and higher positions

Interview Committees

- Diverse committees – backgrounds, experiences, expertise
- District-level for Principal and higher positions

Onboarding

- Pre-employment checks in HR Department
- Continuous communication with applicants
- Spring and Summer Hiring Meetings

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