



Recruiting:

All the Little Things

AASPA Webinar-February 2021



Loudoun County Public Schools

Our Schools

Number of Schools	95
Elementary*	59
Middle	17
High	17
Instructional Centers	2

*Includes two Charter Schools (K-5)

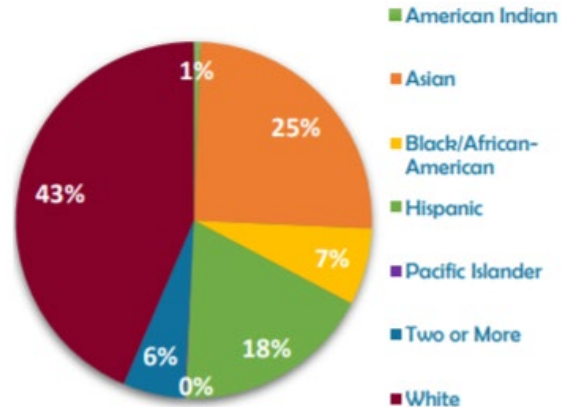
Student Population

Number of Students	81,504
Elementary	34,944
Middle	19,855
High	26,705

Our Employees

Number of Employees	12,382
School-Based Staff	11,618
Non-School-Based Staff	520
Administration	244

Student Demographics

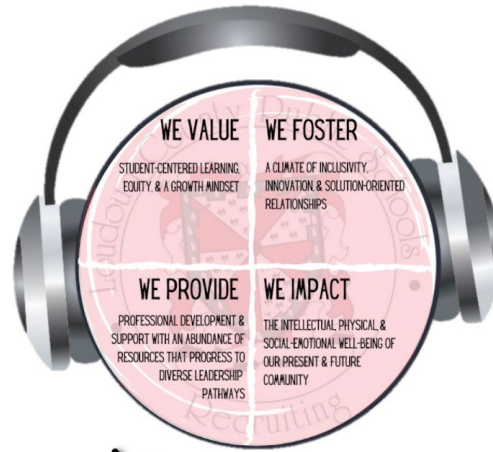


Background of Recruitment Journey

2020 Strategic Plan

- ▶ Recruitment Team created in 2016
 - ▶ Focus on recruiting a highly qualified diverse staff
 - ▶ Supporting Teacher Cadet and Educators Rising in High Schools
 - ▶ Reviewing and streamlining hiring processes.
- ▶ Updated Version of Plan
 - ▶ Superintendent's Plan to Combat Systemic Racism
 - ▶ Equity Plan

Branding



PlayItLOUDown



Branding Continued



Social Media

PlayItLOUDDown



LCPS Jobs

@LCPSjobs

LCPS is an equal opportunity employer. We are committed to promoting equity and inclusion while increasing and celebrating the diversity of our employees.

📍 Ashburn, VA 🌐 [lcps.org](https://www.lcps.org) 📅 Joined Dec 2019

PlayItLOUDDown

Loudoun County Public Schools

Empowering All Students To Make Meaningful Contributions To the World
Primary/Secondary Education · Ashburn, VA · 6,277 followers

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teach4loudoun

Edit Profile



26 posts

125 followers

56 following

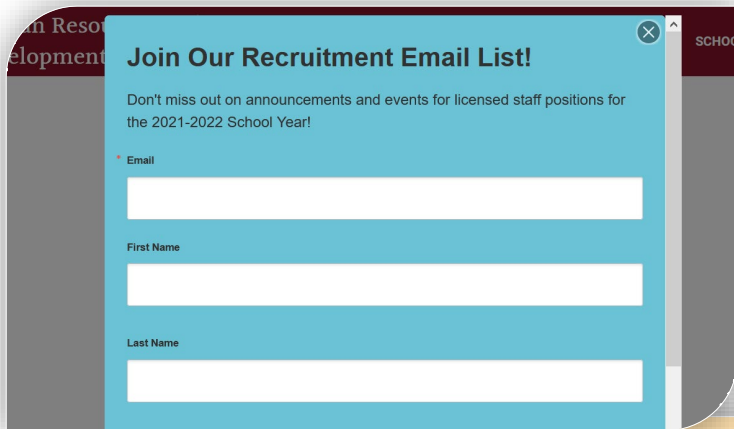
Loudoun County Schools Careers

Public Schools-Northern VA

EOE. We are committed to promoting equity and inclusion while increasing and celebrating the diversity of our employees.

www.lcps.org/hr

Stay Connected



A screenshot of a web form titled "Join Our Recruitment Email List!". The form is light blue with a dark blue header. It includes a close button (X) and a scroll arrow (up arrow) in the top right corner. The text inside the form reads: "Don't miss out on announcements and events for licensed staff positions for the 2021-2022 School Year!". Below this, there are three input fields: "Email" (marked with a red asterisk), "First Name", and "Last Name".

Join Our Recruitment Email List!

Don't miss out on announcements and events for licensed staff positions for the 2021-2022 School Year!

* Email

First Name

Last Name

LCPS Winter & Spring 2021 Virtual Interview Series

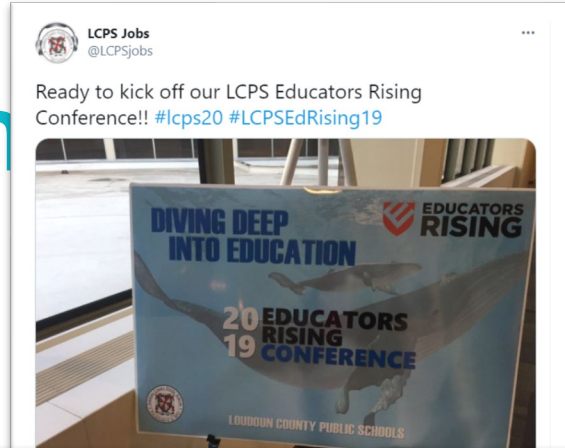
Thank you for your interest in licensed teacher opportunities with Loudoun County Public Schools! Please fill out the form below to obtain additional information regarding our upcoming virtual event(s)!

* Required

Grow Your Own

Current Students Long Term

- ▶ Relationships with Teacher Cadet Teachers and Educators Rising Sponsors
- ▶ Ed Rising Conference
 - ▶ Adjusted for virtual world
- ▶ Promotion to MS students
- ▶ Letters of Intent



Grow Your Own

Current Community Short Term

- ▶ Promotion of Virginia Career Switcher Programs
- ▶ Advertise to Sub Pool
- ▶ Teacher Assistant Pool
 - ▶ SPED
 - ▶ EL



Community Involvement

- ▶ Workforce Development Center
 - ▶ Application sessions
 - ▶ Career Panels
- ▶ Event information to community organizations
- ▶ Community Events
- ▶ School events and groups

Awesome turnout so far at the @LCPSCollegeFair !
Don't forget to stop by the @LCPSjobs table to learn more about Teacher Cadet & Ed Rising! #growyourown #LCPS19



Teachers as Recruiters



- ▶ Support at Career Fairs
- ▶ Tool for Grow Your Own



Teachers as Recruiters



Referrals

- ▶ Targeting New Employees
- ▶ Link for Community



Student Teachers

- ▶ Interview Events
- ▶ Tips & Tricks
- ▶ Intro at paperwork session

Welcoming our student teachers to our Spring Student Teacher Invitational, this evening! Discovering the possibilities available within Loudoun! @LCPSjobs #LCPS19



Welcoming New Employees

- ▶ New Employee Portal
- ▶ New Employee Webinars
- ▶ Tips and Tricks for Principals



NEW EMPLOYEE WEBINARS

LIVING IN LOUDOUN; WHAT'S THE SCOOP?
5/22/18 - 6:30-7:30 pm

Congratulations, you've secured your offer! But, have you secured housing?

Join the LCPS Recruitment Team along with Loudoun County area Real Estate professionals to learn helpful tips and tricks on securing housing in the Loudoun County area as well as affordable housing initiatives available.

[Click here to register now!](#)

LOUDOUN COUNTY 101; DISCOVER LOUDOUN COUNTY
6/12/18 - 6:30-7:30 pm

New to Virginia? New to Loudoun County? Returning to Loudoun County after college? Join this webinar episode to learn more about all the amazing opportunities the Loudoun County area has to offer!

Join the LCPS Recruitment Team and Visit Loudoun Tourism's Marketing Team as we navigate what to do, see and experience in Loudoun County. Also, learn about our available LCPS Employee Discount!

[Click here to register now!](#)

MAKE THE CONNECTION!
7/1/18 - 6:30-7:30 pm

Curious on how to connect with your school locations prior to your August 13 start date?

Join us for helpful information on how to stay connected with your school. Also tips and tricks to conquering upcoming new hire events to include New Employee Orientation, Beginning Teachers Institute and Benefits Orientation.

[Click here to register now!](#)

LCPS RECRUITMENT | WWW.LCPS.ORG | RECRUITMENT@LCPS.ORG

New Employee Portal

Home

Important Dates & Events

Teacher Resources

New Hire Forms

✓ Housing Information

Benefits

Webinars

Mentoring & Coaching

Contacts & Quick Links



Questions?

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