

Building a Recruitment Pipeline

Pasco County Schools
Land O' Lakes, Florida

Presented by:

Ally Panatex, Senior Manager of Human Resources

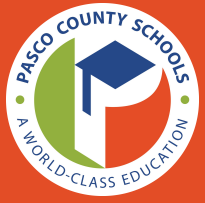
George Papaemanuel, Human Capital Partner



Pasco County Schools

Providing a world-class education for all students

Kurt S. Browning, Superintendent of Schools



Team Pasco

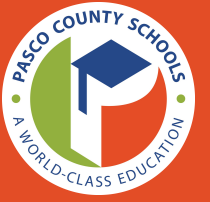


Ally Panatex
Senior Manager of
Human Resources



George Papaemanuel
Human Capital Partner of
Recruitment

Recruit, Retain, Grow



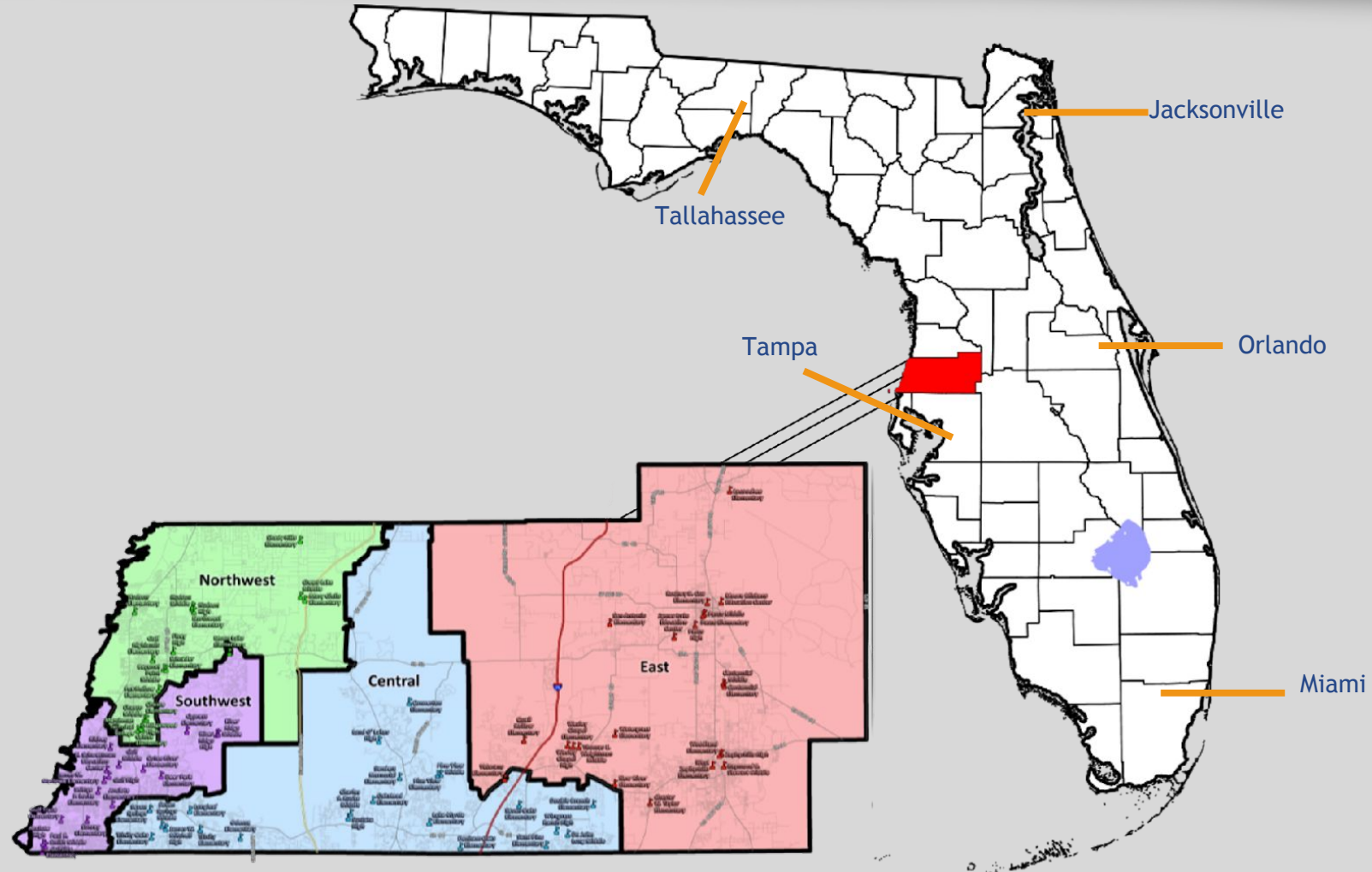
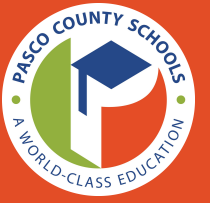
Vision

Each Student is Supported by the Very Best People

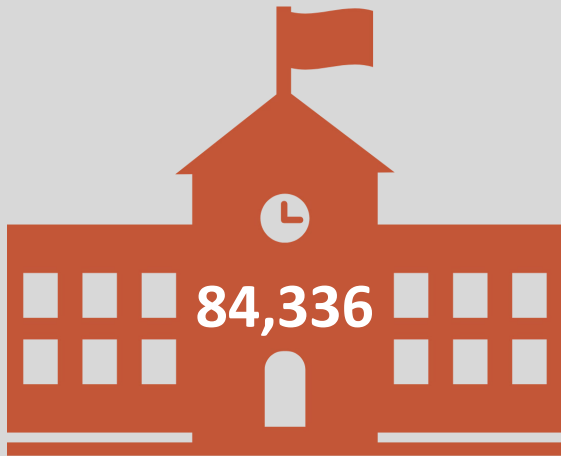
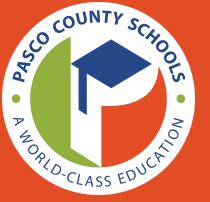
Mission

Attract, Support, & Retain a World-Class Team

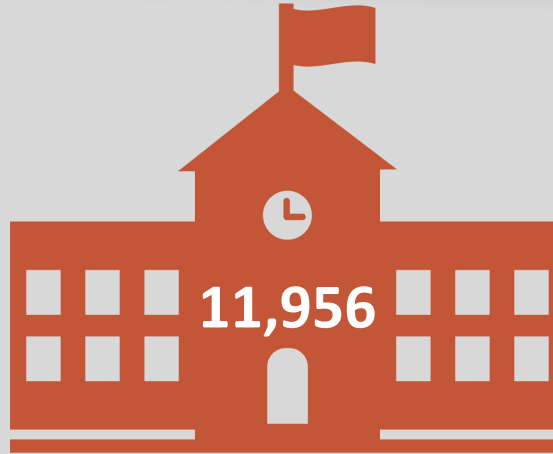
Snapshot of Pasco County



Pasco County Demographics



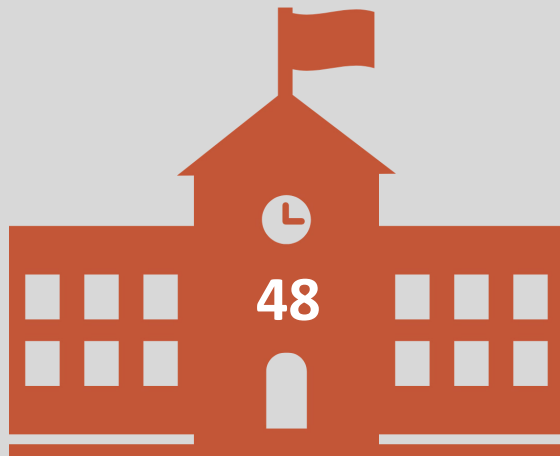
Students



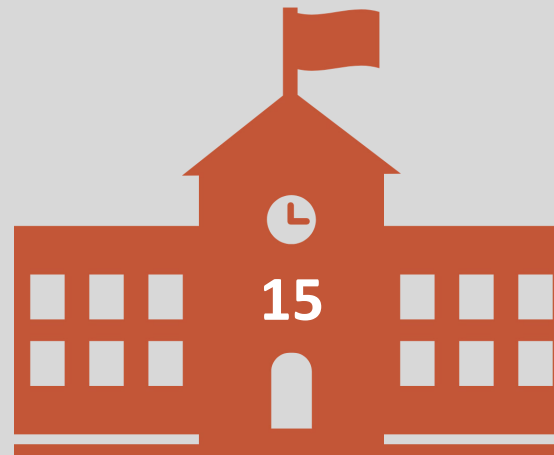
Staff



Instructional



Elementary

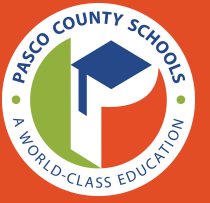


Middle

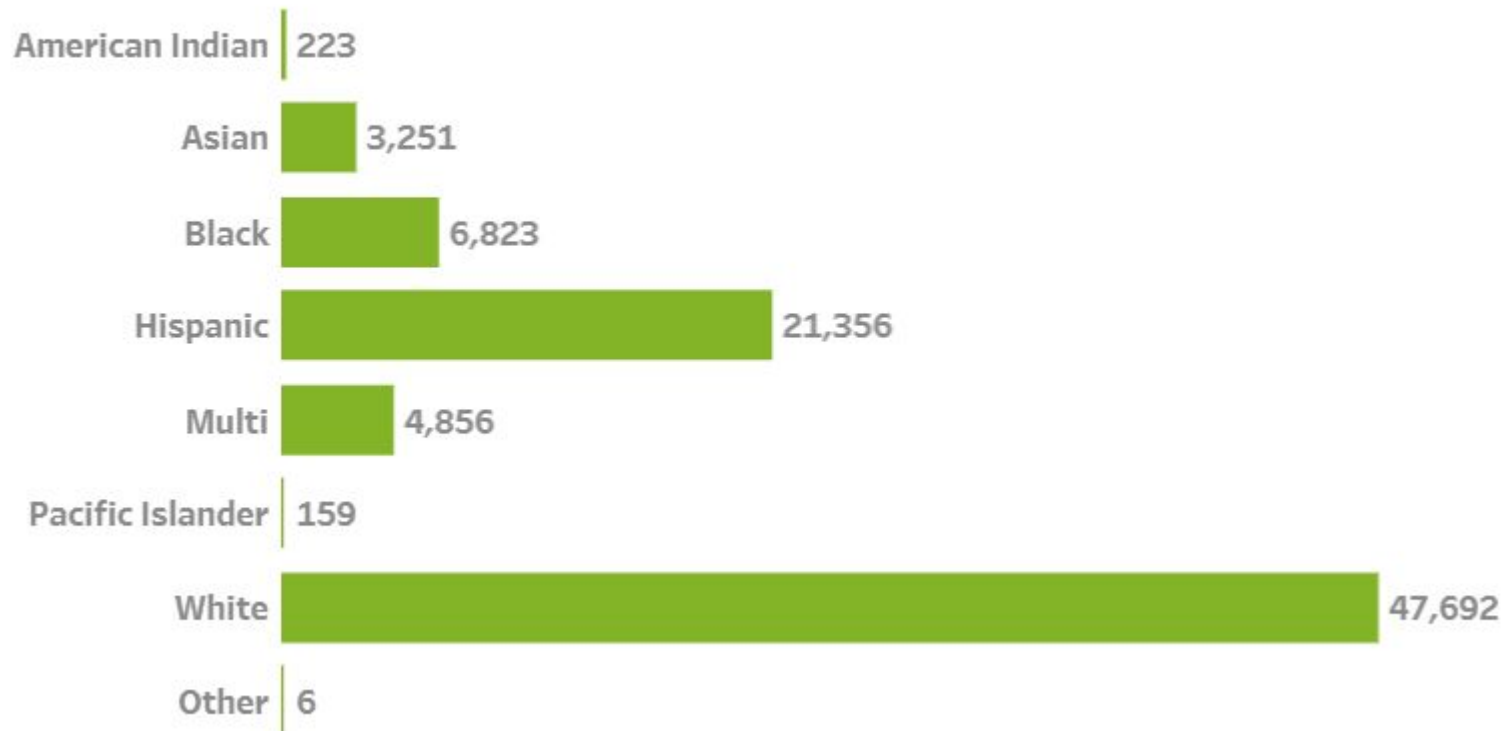


High

Pasco County Demographics

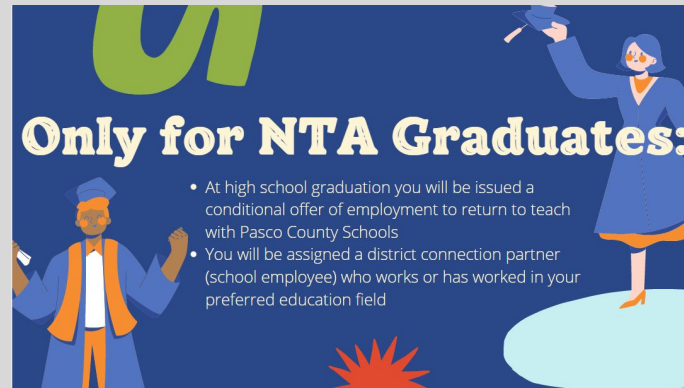
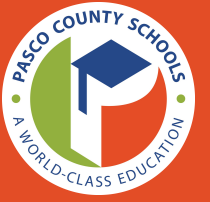


Race/Ethnicity



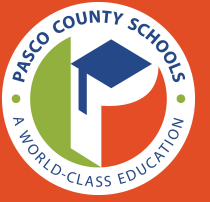
50% students-economically disadvantaged

New Teacher Academy



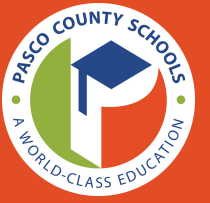
Grow and Stay Pasco

New Teacher Academy



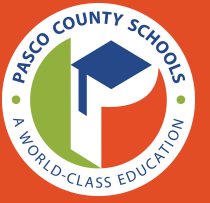
Grow and Stay Pasco

New Teacher Academy



Grow and Stay Pasco

SRP to Teacher Program



Program Overview

- The SRP (School Related Personnel) to Teacher Financial Assistance Program provides financial support for individuals employed in SRP positions to become certified classroom teachers in Pasco County.
- Financial assistance includes:
 - Tuition reimbursement for up to 6 credit hours per semester
 - Reimbursement for required textbooks
 - Continuation of pay and health benefits during final internship
- Substitute provided to school during employee's absence for final internship

Step One:
Apply!

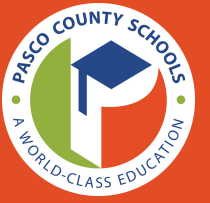
Step Two:
Learn!

Step
Three:
Request!

Step Four:
Intern!

Step Five:
Teach!

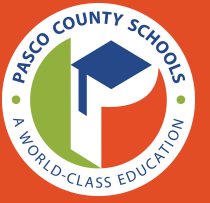
SRP to Teacher Program



SRP to Teacher Program Requirements

- Must be employed as an SRP for at least one consecutive year to qualify.
- Must obtain principal or director recommendation/approval on application form.
- Must have an overall rating of Meets Expectations, Above Expectations, or Outstanding on most recent evaluation.
- Must be seeking a Bachelor's degree in Education (Elementary, Exceptional Student Education, Math, Science, or English) to teach in the classroom.
- Upon completion of degree, a commitment to teach in Pasco County Schools for a minimum of two (2) years is required if/when offered employment.

SRP to Teacher Program



SRP-to-Teacher Financial Assistance Program Webinar

Join us for more information about the financial support Pasco County Schools can provide to assist you in becoming a certified teacher. Our University Partners will also be presenting their College of Education programs and the benefits they offer our employees.

 **Thursday**
February 3, 2022

 **5:30 PM (EST)**

 **ZOOM ID:**
837 7148 6068

REGISTER TODAY

<https://PascoSRP.eventbrite.com>

Guest Speakers:



GRAND CANYON
UNIVERSITY



UNIVERSITY of
SOUTH FLORIDA



For more information please contact Ally Panatex in the Office for Human Resources and Educator Quality at apanatex@pasco.k12.fl.us.

2021-2022 School Year Stats

21

New eligible
program
applicants

14

Tuition
reimbursement
requests paid

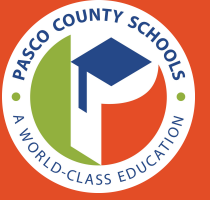
7

Final interns
received salary
and benefits

7

SRP employees now working as
teachers for Pasco County
Schools

TPG Cultural Exchange Program



INDIA



GHANA



KENYA



PHILIPPINES



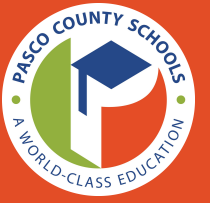
JAMAICA



15 Elementary Teachers

8 ELA Teachers

TPG Cultural Exchange Program

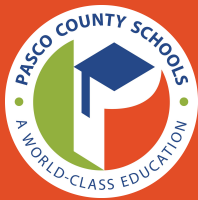


Cost Analysis

Cost per teacher	\$11,500 (paid to TPG)
Employee Benefits	\$7,812
FRS Retirement	\$3,200
FICA	\$3,100
Estimate of Total Cost Savings	\$2612



Recruitment of Interns



\$3000



OPPORTUNITY TO
SUBSTITUTE
TEACH FOR
ADDITIONAL
INCOME!

**FINAL
INTERNSHIP**

\$1000 UPON START OF INTERNSHIP

\$1000 UPON SUCCESSFUL COMPLETION OF INTERNSHIP
& SIGNING LETTER OF INTENT TO TEACH IN PASCO FOR
2023-2024

\$1000 UPON STARTING THE 2023-2024 SCHOOL YEAR

FREE FINGERPRINTING!



Meet our team

USF CAREERS IN THE CORRAL
Thursday, February 17th 2022
10:00 AM to 2:00 PM

*Find our table located
outside of Student Services at
the Tampa campus.*



**UNIVERSITY of
SOUTH FLORIDA**

FOR MORE INFORMATION ABOUT JOINING
OUR TEAM CONTACT OUR RECRUITMENT
TEAM AT WORK@PASCO.K12.FL.US OR
TEXT **WORK PASCO** TO 52345



Connectivity



Pasco County Schools
World-Class Candidates

<https://www.pasco.k12.fl.us/HREQ>

Hiring is heating up!

Pasco County School's annual hiring freeze has concluded, and hiring for all positions is now open! New positions are posted daily.

Apply today!

We appreciate your patience during the busy month of May.

We anticipate principals scheduling interviews beginning in June.

SAVE THE DATE!

Instructional Hiring Event

Fivay High School
June 1, 2022
4:00-6:00 P.M.

JOIN OUR TALENT PIPELINE

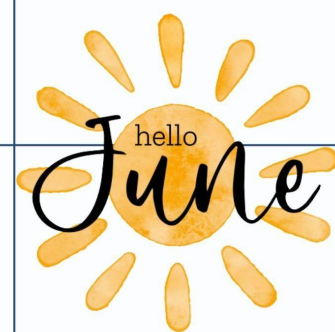
Make sure to complete our "Get to Know You" virtual interview, so our recruiters can connect you with our principals!

[CLICK HERE](#)



May 2022 Newsletter

Candidate Postcards



Principal Postcard 2022

Vacancies

- Do you have numerous open positions?
- Are you interested in advertising on social media?

The recruitment team is introducing a new initiative to assist you in advertising on social media.

Simply fill out the linked Machform and we will create and post your openings on our various social media accounts.

We will also send you the completed graphic to post to your school's social media accounts for additional reach.

[Social Media Machform](#)

#OneTeam

Shout out to Sunray Principal Tracy Hlady! She referred an excellent applicant from out of state to our team as the applicant was looking for a different location in Pasco.

Thank you for your team mindset, Tracy!

We all win when we help one another with excellent applicants.


Link for the Talent Pipeline is below. Please ensure you are signed in to Microsoft 360 to access the link.

[Talent Pipeline](#)

SparkHire Machform Requests

To ensure all SparkHire interviews are set up consistently, please click the link below for instructions.

[SparkHire Guidelines](#)



[READ MORE](#)

Principal Postcards

New Teachers... WE'VE GOT YOUR BACK

Welcome to Pasco County Schools

VIRTUAL SUMMER MEET AND GREET

WEDNESDAY, JUNE 22, 2022 9 - 10 am or 4 - 5 pm*
THURSDAY, JULY 7, 2022 9 - 10 am or 4 - 5 pm*
TUESDAY, JULY 19, 2022 9 - 10 am or 4 - 5 pm*
*Select one time to join! Zoom Link: <https://us02web.zoom.us/j/89548273914>

NEW TEACHER WELCOME EVENT

JAY B. STARKEY WILDERNESS PARK
SATURDAY, JULY 23, 2022 11 am - 2 pm
More Information to come!



NEW TEACHER KICKOFF

LAND O' LAKES HIGH SCHOOL
MONDAY, JULY 25, 2022
8:30 am - 4 pm

TOGETHER WE LEARN SESSIONS

TUESDAY, JULY 26 AND WEDNESDAY, JULY 27*
*Your choice with recommended sessions for new hires

CAMPUS TOUR AT YOUR SCHOOL SITE

THURSDAY, JULY 28* *Attend a guided tour of your school's campus. More details to come!

We will share information about new teacher kick-off, on-going professional learning opportunities, and be ready to answer all your questions as you transition to Pasco County!

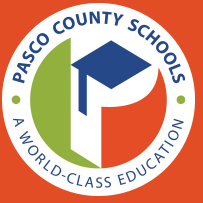


For more information, please contact:
New Teacher Support Team, Office of Leading & Learning
Charlotte Kralik, catkins@pasco.k12.fl.us
www.pascoschools.org



New Hire Postcards

Pasco Pipeline



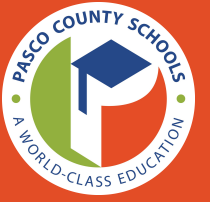
Welcome to the Pasco Pipeline!

This is a pipeline of instructional candidates that HREQ has connected with through job fairs and other recruitment strategies and events. Please feel free to review the virtual interview and contact any candidate that meets your needs for the 2020-2021 school year. This resource is being used by ALL school sites. Once you have offered a position to a candidate PLEASE send an email to your HCP letting them know so that the spreadsheet can be updated and your hired candidate can be removed.

Name <input type="text"/>	Email <input type="text"/>	Certification <input type="text"/>	Location/ Area of interest <input type="text"/>	Virtual Interview Link <input type="text"/>	Notes from HREQ <input type="text"/>
NAME	EMAIL WILL BE HERE	Ex. Art or K-5	West Pasco or Central	Click link to open the Sparkhire	Our team will write notes - things to know or highlights about the candidate
Ana [REDACTED]	[REDACTED]m	Art	No preference on location	https://hire.li/23680cb	USF graduate, school teaching in Elem and MS
Joyce [REDACTED]	[REDACTED]n	Elementary	No preference on location	https://hire.li/0c96721	Experienced educator. Would to departmentalize in Science
Susan [REDACTED]	[REDACTED]	Prek primary	East	https://hire.li/279bae7	Started as IA this year then got hired as TSC at NRES. Prefers K.
Aileen [REDACTED]	[REDACTED]m	Elementary -from the Phillip	Open to whole county	https://hire.li/529effe	
Dionne [REDACTED]	[REDACTED]m	Masters in ESE	Relocating to FL- Open	https://hire.li/406f630	1st, 2nd, IND positions
Tina [REDACTED]	[REDACTED]	Elementary K-3	Anywhere	https://hire.li/fdc1791	Experienced K-5, returning back to teaching from being home with children, not a lot of confidence, may need some support and encouragement
Nancy [REDACTED]	[REDACTED]	PreK-3rd	No preference on location	https://hire.li/a2f1cf9	Exprience as an aide. Bilingual.

Pasco Pipeline

SparkHire Virtual Interviewing



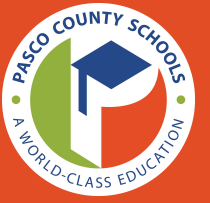
Interview Questions (8)

1. Describe your educational background, teaching experience, certifications and endorsements.
2. What do you feel are the most essential qualities that high school teachers must possess? Why?
3. Describe your greatest strength as an educator, and what is one area you would like to focus on for growth?
4. Share what tools you utilize on a routine basis to monitor and assess student learning. How do you adjust to either remediate or enrich the lesson based on these findings?
5. Describe the most useful professional development you have attended and how you have incorporated that into your practice.
6. How do you build relationships with families to ensure you are servicing the whole child?
7. Why Pasco County/PHS?
8. What is one thing that you bring to this school that would make you stand apart from other candidates?



Sparkhire

Texting Marketing Initiative



The screenshot displays a text messaging application interface. On the left is a dark sidebar with icons for messages, calendar, contacts, and a list of 9813 items. The main area is divided into two panes. The left pane shows a list of conversations with filters (All, Unread, Important, Archived) and a 'Start conversation' button. The right pane shows a detailed view of a conversation with 'Yuseth Jimenez'. The conversation history includes a long message about an 'Instructional Hiring Event' on Wednesday, June 1st, and a response asking if it's face-to-face. A new message at the bottom says 'Good Morning! Yes, this event is face to face.' The interface includes a search bar, a list of 50 conversations, and a bottom input area with a character count (400 characters left) and a 'Texting from' label.

Conversation Details:

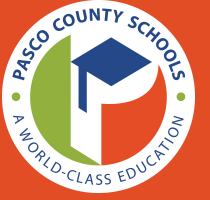
- Contact:** Yuseth Jimenez
- Message 1 (XR):** Hello, Yuseth! Pasco County Schools is hosting an Instructional Hiring Event on Wednesday, June 1st from 4:00pm-6pm at Fivay High School located at 12115 Chicago Avenue, Hudson FL 34669. Administrators from across the county will be in attendance! If you're interested in exploring instructional opportunities with Pasco County Schools register at: <https://forms.office.com/r/8xNrnXDmVp> 3:47 PM
- Message 2 (YJ):** Is it face to face? 3:53 PM
- Message 3 (XR):** Good Morning! Yes, this event is face to face. 9:23 AM

Conversation List (Left Pane):

- 50 conversations
- pasco county schools instructional hiring event
- mandi Kline (6/1/2022 4:57 PM): No worries. Thank you!
- SCOTT MARTIN (6/1/2022 11:11 AM): I registered. Was I supposed to get a confirmation?
- Kiran Makhija (6/1/2022 9:49 AM): Ok. Thank you. Will join later.
- Yuseth Jimenez (6/1/2022 9:23 AM): Good Morning! Yes, this event is face to face.

Emissary Texting Campaign

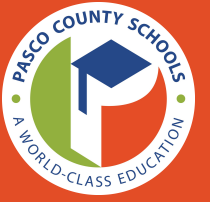
Marketing & Branding: Text Campaign



Texting Campaign



Social Media Highlights



Principal:
• Jason Joens
Address:
• 12115 Chicago Avenue
Hudson, FL 34669
Hours:
• 7:25 a.m. - 1:50 p.m.



FIVAY HIGH SCHOOL

Now Hiring!

Social Studies Teacher
Math Teacher
Reading Teacher
ESE Instructional Assistant
Speech Language Pathologist
Custodian



Principal:
Judy Cosh
Address:
8019 Gulf Highlands Drive
Port Richey, FL 34668
Hours:
9:40 a.m. - 3:50 p.m.



GULF HIGHLANDS ELEMENTARY SCHOOL

Now Hiring

- Primary Teacher
- Professional Guest Teacher
- Instructional Assistant
- 2nd Grade Teacher
- Certified School Counselor
- Kindergarten Instructional Assistant



Principal:
• Rachel Fowler
Address:
• 30649 Wells Road
Wesley Chapel, FL 33545
Hours:
• 8:30 a.m. - 2:50 p.m.



THOMAS E. WEIGHTMAN MIDDLE SCHOOL

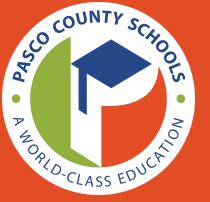
Now Hiring!

Instructional Assistant-ESE-ASBCP-Intense Behaviors
ELA/Social Studies Teacher-7th Grade
Math/Science Teacher - 7th Grade
Paraprofessional
Registrar



School Highlight Campaign

Localized Hiring Events



Cake Coffee & Careers

West Zephyrhills Elementary
8/23/2022 8:30 a.m. to 2 p.m.

Scan to interview with us!

Join Our Interview Day!

Connerton Elementary

9300 Flourish Drive
Land O' Lakes, FL 34637

Thursday, January 27th, 2022
10:30AM - 3:00PM

NOW HIRING

- 3rd Grade Teacher
- 5th Grade Teacher
- 4th Grade Teacher
- Paraprofessional - Basic (1-Year Only 21-22)
- Instructional Assistant - Basic
- Instructional Assistant - Kindergarten

Interested? Apply today!
<https://pasco.tedk12.com/hire/index.aspx>

Join Our Interview Day!

Woodland Elementary School

38203 Henry Drive
Zephyrhills, FL 33542

Friday, February 4th, 2022
11:00AM - 3:30PM

NOW HIRING

- Academic Tutor
- Learning Design Coach
- Instructional Assistant - Kindergarten (1-Year Only)
- Parent Involvement Assistant (Part-time)
- Intervention Teacher
- 5th Grade Teacher
- 4th Grade Teacher
- 2nd Grade Teacher
- 1st Grade Teacher
- Music Teacher

Interested? Apply today!
<https://pasco.tedk12.com/hire/index.aspx>

Custodian Hiring Day
THURSDAY, JANUARY 6, 2022
4:30PM - 6:00PM
FIVAY HIGH SCHOOL
12115 Chicago Ave
Hudson, FL 34669

Hiring for the following schools:

- Crews Lake Middle
- Hudson Academy
- Hudson Primary Academy
- J.W. Mitchell High
- Longleaf Elementary
- Marchman Technical
- Mitty P. Locke Elementary
- Moon Lake Elementary
- Odessa Elementary
- Richey Elementary
- Starkey K-8
- Sunny Elementary
- Trinity Elementary
- Trinity Oaks Elementary

Can't Make It?
Text **WORK PASCO** to 52345.

Work PASCO

Spring Hiring Event
PASCO COUNTY SCHOOLS

WEDNESDAY
March 23, 2022
5:00PM - 7:00PM

- Elementary Teacher (K-5)
- English Teacher
- Math Teacher
- Special Education Teacher
- Science Teacher
- Support Staff and MORE!

WHERE
CYPRESS CREEK MIDDLE SCHOOL
8845 Old Pasco Road
Wesley Chapel, FL 33544

SCAN BARCODE WITH MOBILE DEVICE TO REGISTER OR GO TO
<http://bit.ly/3UmJKZ>
IN YOUR WEB BROWSER

SPRING HIRING EVENT

March 23, 2022
5:00PM - 7:00PM

Cypress Creek Middle School
8845 Old Pasco Rd
Wesley Chapel, FL 33544

Scan barcode with mobile device to register or go to
<http://bit.ly/3UmJKZ>
in your web browser

For more information contact work@pasco.k12.fl.us

INTERVIEW DAY!

WE ARE HIRING!
Let us help you find the perfect job with our district!

SEPTEMBER 14TH | 4:00PM - 6:00PM
DEER PARK ELEMENTARY SCHOOL
8636 TROUBLE CREEK RD
NEW PORT RICHEY, FL 34653

Bus Driver • Custodian • Instructional Assistant • Food and Nutrition Services (FNS) Assistant
• Secretary • Senior Group Leader • Paraprofessional and MORE!

[HTTPS://PASCO.TEDK12.COM/HIRE](https://pasco.tedk12.com/hire)

FOR MORE INFORMATION ABOUT JOINING OUR TEAM CONTACT OUR RECRUITMENT TEAM AT
WORK@PASCO.K12.FL.US OR TEXT WORK-PASCO TO 52345

CONVERSATION & CAREERS

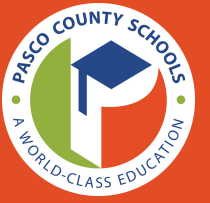
WITH RODNEY B. COX ELEMENTARY

AUGUST 25, 2022
8:30 A.M. - 2 P.M.

SCAN TO INTERVIEW WITH US!

Mini-Job Fairs/Hiring Events

Marketing & Branding Videos



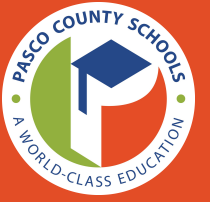
Bus Driver



Custodian

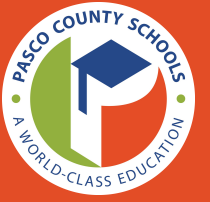
Video Highlight Campaign

Stand Out In A Crowd



Tabling

Substitute Staff Assistance



Now Hiring
SCHOOL SUBSTITUTES

Apply Today at **ESS.com/Pasco**

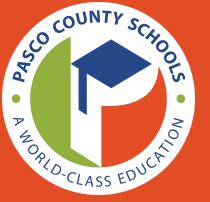
(EOE)

ESS Benefits for Substitutes Include:

- Weekly Pay
- Access to Health Insurance and Voluntary Benefits
- Employee Incentive and Reward Program
- On-going Training Opportunities

ESS

Professional Guest Teachers

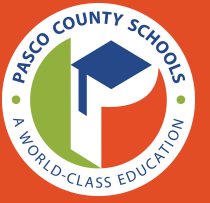


Professional Guest Teacher

Professional Guest Teachers (Professional Substitutes)

Substitute positions supplementing teachers who are on long-term leave. The duration of assignments may range from 30 days up to a full school year.

Stay Connected



Ally Panatex, apanatex@pasco.k12.fl.us

George Papaemanuel, gpapaema@pasco.k12.fl.us

