



# Staff Recruitment and Retention

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# Morton School District

Approximate 450 students: PS-12

9th Year in Morton

“Hire for attitude, train for skill.” - *Herb Kelleher*



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# Hiring Process



Change in our hiring process to change our teaching hires

- Focus on attitude
- Seek team unity, collaborative attitudes
- Caring, compassion, grace

How?

- From Q & A to Presentation interviews
- Group activities
- Wimbush Assessment

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# Pathways



Our focus over the last several years has been to find those who have a passion for our area, our kids

- Morton graduates
- Lewis county graduates
- Small school graduates

## Pathways

- Student → Paraprofessional → Teacher
- Student → Teacher
- Coach → Teacher
- Community member → Teacher

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# Supplemental Contracts

To help retain staff we provide supplemental contracts to staff to help support their education.



5-year supplemental contract for specific education

- Two years of reimbursement up to \$3,500 - \$7,000
- Resignation prior to end of contract requires repayment
  - Repayment schedule over five years, lowers each year
  - Includes additional duties
- For:
  - Teacher
  - National boards
  - CTE
  - Administration

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# Professional Development



We see a connection between local PD and travel with our staff.

Staff are selected to attend specific PD and then return as leaders of recurring staff training

- Poverty - Texas
- AVID - Colorado, Texas, Minnesota
- Cambridge - Florida

Instructional Coach for new staff

- Reading
- Math
- Data
- AVID Strategies

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# Celebrations



Over the last 2-3 years we have brought in an outside to create videos to celebrate our work, needs, conditions, etc.

- Student-run print shop
- Early learning program
- Intermediate school culture
- Building condition

## Staff Time

- Quarterly events outside of school time
- 5th Wednesday - Staff morale time
- Kickoff/End of Year golf or bowling



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