



Goal 2.0

Recruit, develop, and retain highly effective leaders, teachers, and staff to support the purpose and goals of Mobile County Public Schools.

2.1 Recruit highly effective leaders, teachers, and support staff.

- STRATEGY: Host the MCPSS Teacher Recruitment Fair in downtown Mobile, giving job candidates the opportunity to meet and interview with principals from all 90 schools as well as with the various MCPSS divisions and departments (Transportation, Child Nutrition, Facilities). Include HR personnel to conduct background checks and drug screenings on-site and to offer contracts that day.
- STRATEGY: Offer recruitment bonuses and bonuses for teachers agreeing to work in hard-to-staff schools.
- STRATEGY: Increase the substitute teacher rate to attract more.

2.2. Provide ongoing professional development for all employees.

- STRATEGY: Host a summer professional development conference in Mobile so that local teachers from all schools may attend. Provide sessions at this conference covering all academic areas.

2.3 Mentor, support, and motivate personnel so they chose to remain employed by MCPSS and stay productive through all stages of their career.

- STRATEGY: Grow our own school and district leaders through the annual Leadership Academy.
- STRATEGY: Recognize employees for their accomplishments.

