

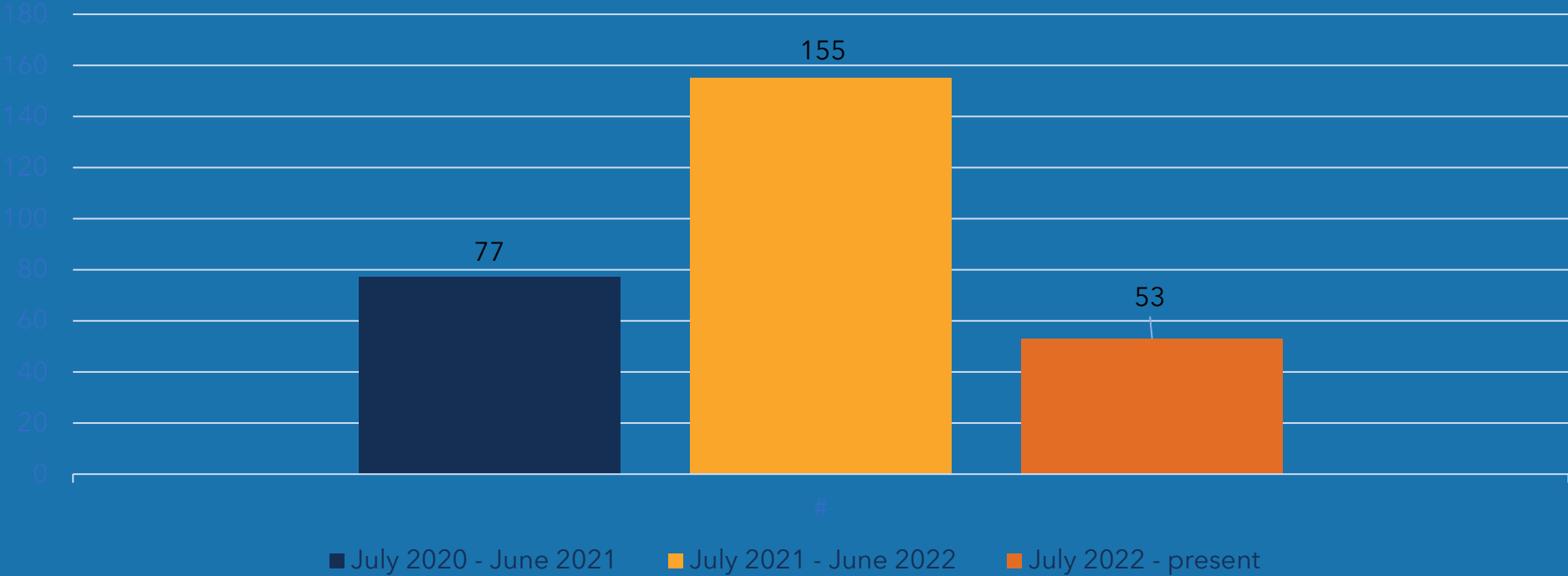
# Human Resources Hiring Statistics

## October 2022 Board Meeting

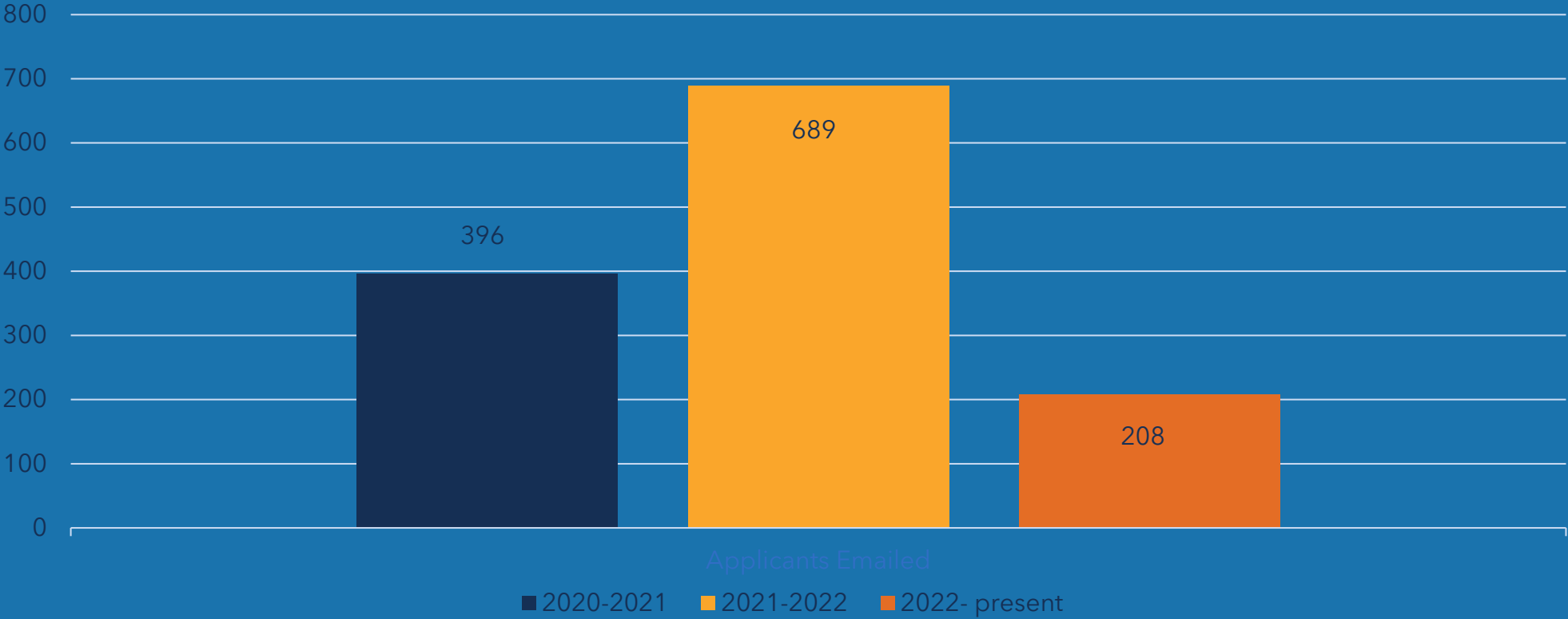


Santa Maria Joint Union  
HIGH SCHOOL DISTRICT

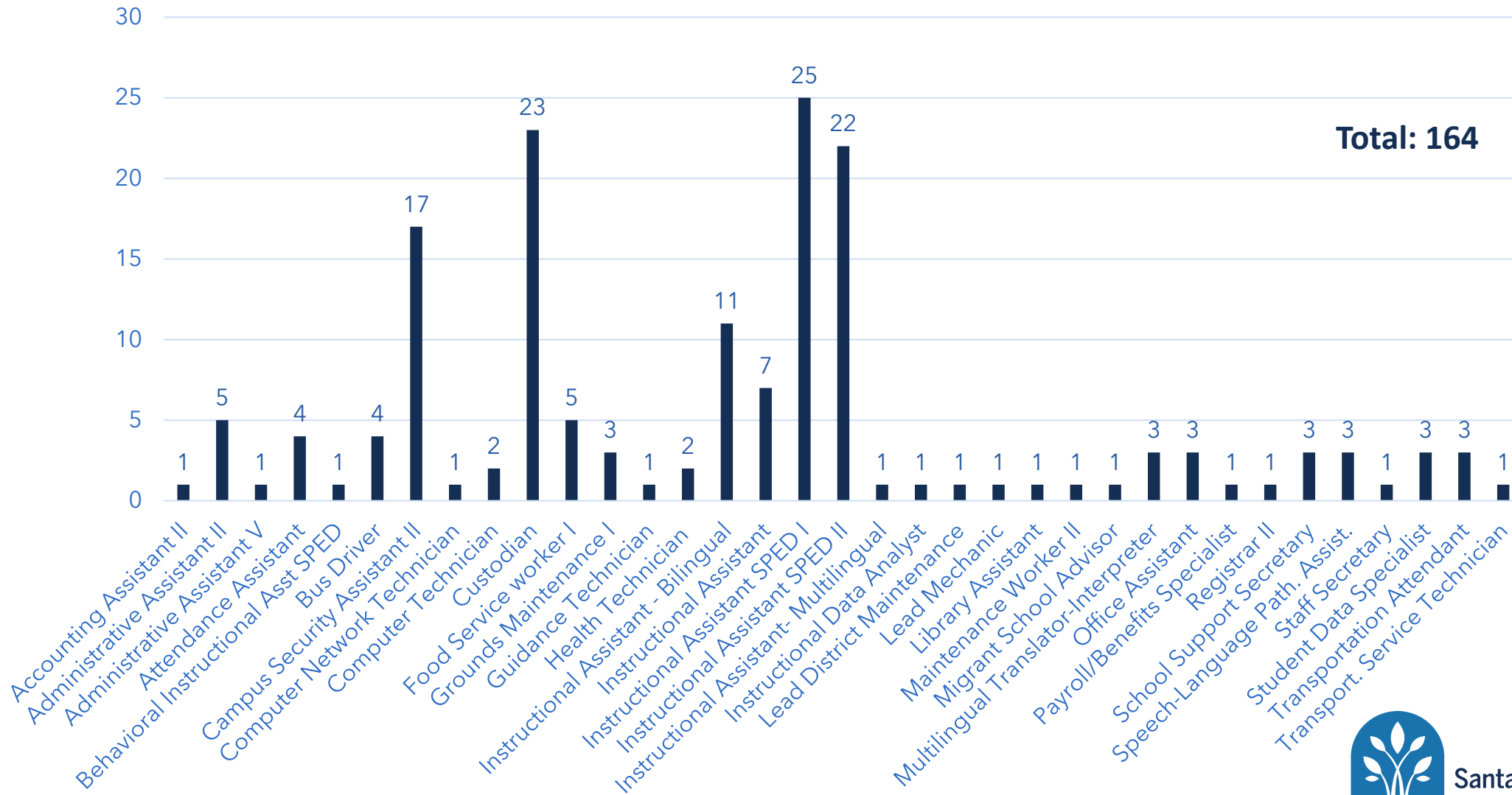
# Classified Vacancies Posted



# Classified Applicant Communication



## Classified Hires for 2021-2022 and 2022-2023



**Total: 164**



# Classified Management 2021-2023



**Business  
Department**

**1**

**Curriculum  
Department**

**1**

**Technology  
Department**

**1**

**Maintenance  
& Operations**

**1**



# Certificated Management Hires 2021-2023



**Assistant  
Principals**

**5**

**Certificated  
Directors**

**3**

**Deans of  
Students**

**4**

**Principals**

**2**

**New: 6  
Total: 14**



# Certificated Hiring Overview 2021-2023

## 2021-2022 School Year

53 hires

- 21 SMJUHSD graduates
- 46 live locally
- 13 from surrounding districts
- 27 bilingual
- 19 from SMJUHSD
  - 9 From Classified

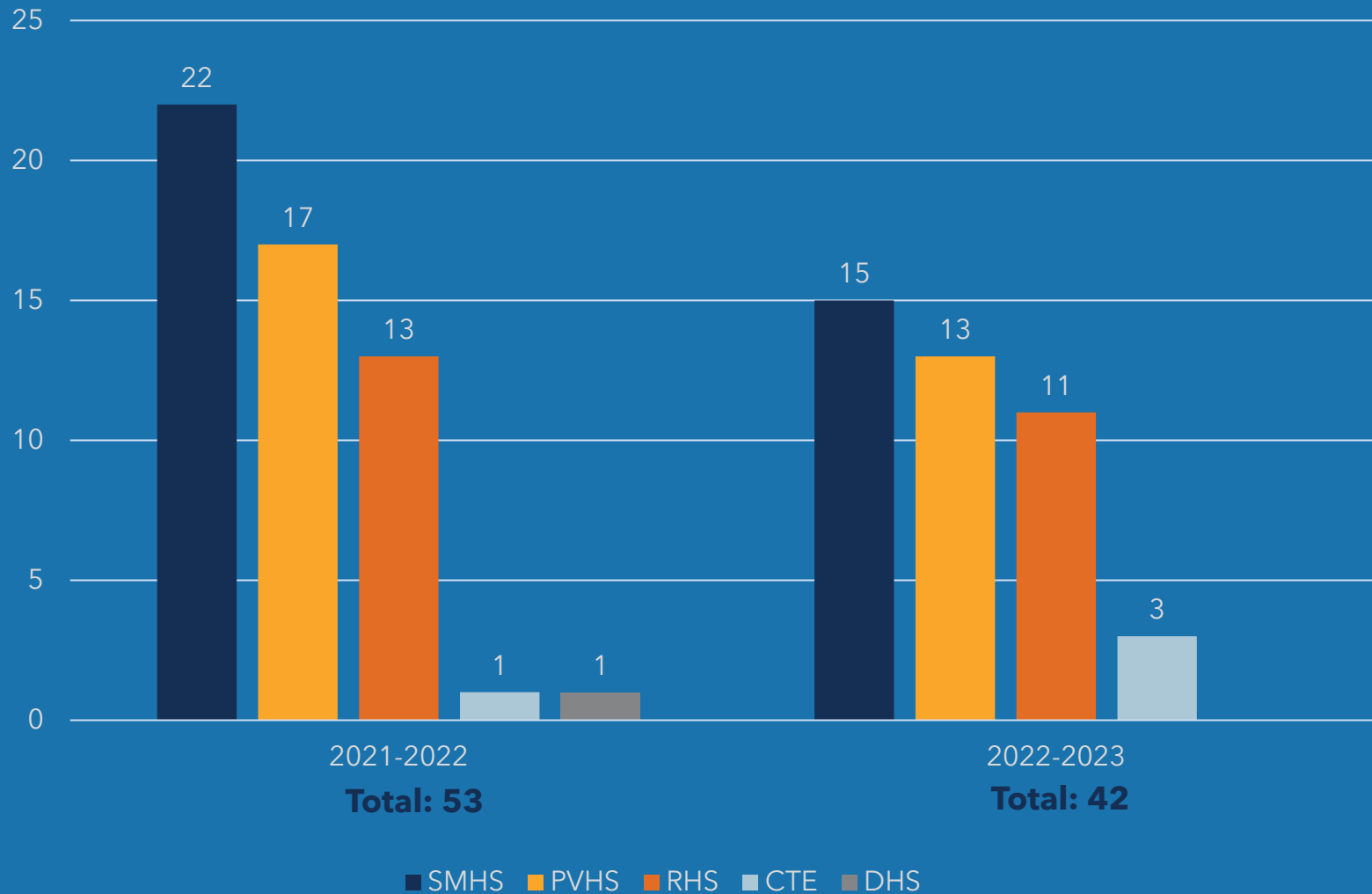
## 2022-2023 School Year

42 hires

- 16 SMJUHSD graduates
- 32 live locally
- 11 from surrounding districts
- 26 bilingual
- 11 from SMJUHSD
  - 5 from Classified



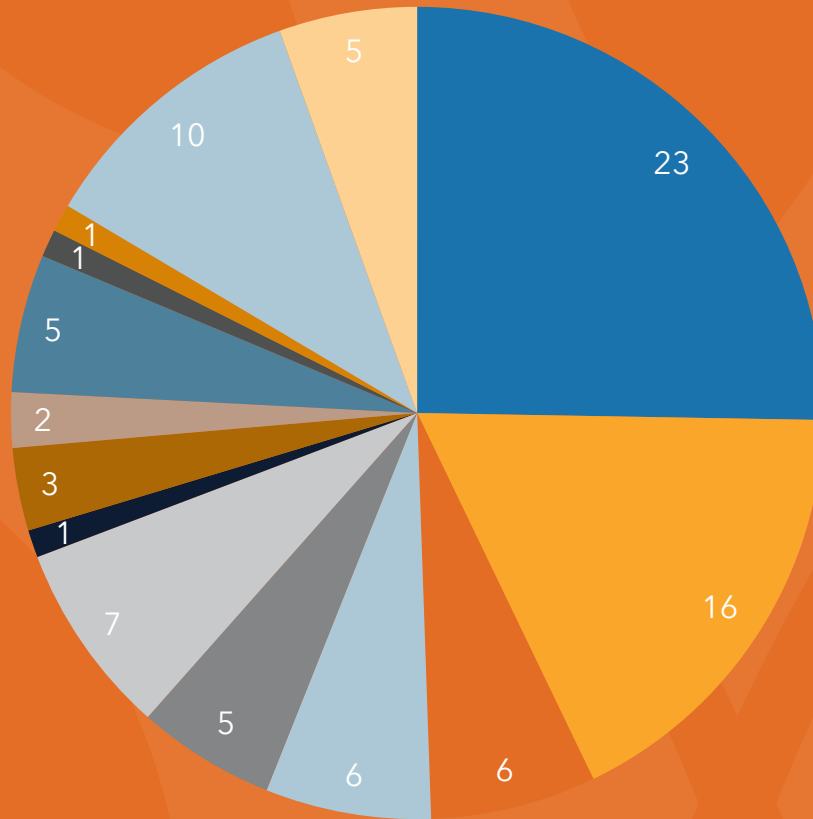
# Certificated Hires at Each Site





# Breakdown of Positions Hired 2021-2023

**TOTAL:  
95**

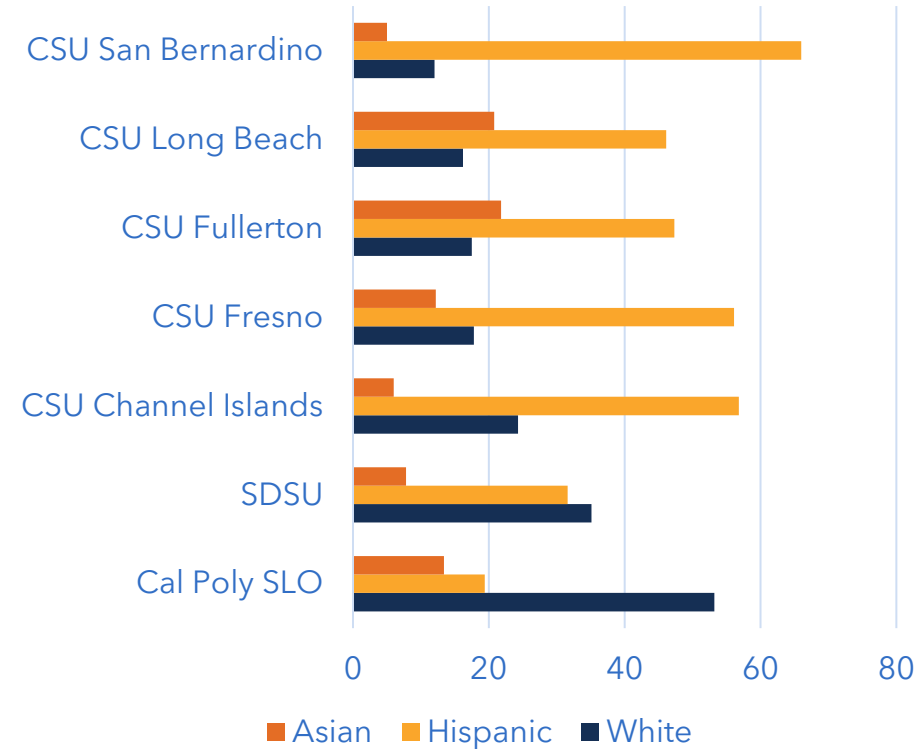
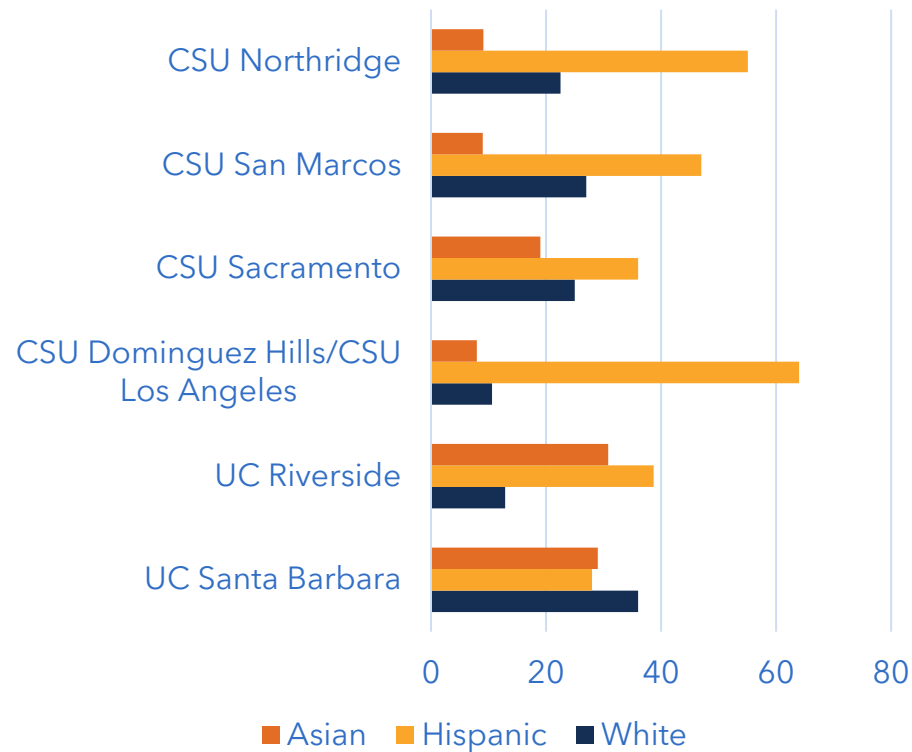


- SPED
- English
- Ag
- Social Science
- Science
- School Counselor
- Foreign Lang
- Career Tech Ed
- Physical Ed
- Alt Ed Misc
- Art
- Business
- Math
- EOP/ISI/OTCR/Career



# Certificated Recruitment Efforts 2021-2023

Compared to previous years, recruiting efforts have been made on campuses that better reflect the diversity of our students including:



\*chart shows only the 3 largest race/ethnicity groups in post-secondary education (4-year colleges)

# Employee Retention Efforts

- Two Orientation Days
- New Teacher Support Days
- Professional Development
- Release time to observe colleagues (best practices)
- Teacher Induction Program (TIP)
- Out of class opportunities
- Prioritizing transfer requests
- Flexible & supportive for employees needing time off for educational purposes/internships



