

**Schools/City Collaborative
Teacher Recruitment/Retention Sub-Committee
2002-2003 Work Plan**

FY 02-03 Objective	FY 02-03 Outcome	FY 02-03 Action Plan
1.1 San José schools will come together to better coordinate strategies/resources to attract and retain the best qualified teachers to teach in San José.	1.1A <i>San Jose schools will have increased awareness and better use of existing recruitment and retention strategies offered by the City of San Jose.</i>	1.1A.1 City of San José will make available to all schools, and local colleges and universities, ALL teacher friendly recruiting materials prepared by the City of San José: <ul style="list-style-type: none">- Teacher Homebuyer Program- Future Teacher Loan Program- Excellence In Education Awards- Move In For Less <ul style="list-style-type: none">• <i>The Department of Housing as developed a four color folder/brochure that is available to any interested teacher looking for information about either the Homebuyer Program, Move-In For Less, or the Future Teacher Loan Program.</i>• <i>Future Teacher Loan Staff has coordinated the FY 2003-2004 application cycle with the financial aid office of San Jose State, National University, National Hispanic University, and Santa Clara University.</i>

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<p>2.1 San José schools will identify and develop a base-line credential induction template for incoming teachers, to be used in ALL participating school districts.</p>	<p>2.1A <i>New teachers, and active teachers will move freely from district to district, which will keep them in San Jose schools.</i></p>	<p>2.2A1 Work with San Jose school districts to draft credential induction template, that enables teachers to move from district to district without having to fulfill additional requirements required by other districts.</p> <ul style="list-style-type: none"> • <i>This work has been postponed by the Executive Board.</i>
<p>3.1 City of San Jose/School Districts will develop teacher retention program and activities.</p>	<p>3.1A San Jose schools and the City will work to increase teacher recruitment and retention strategies/programs</p>	<p>3.3A.1 Collaborative will conduct focus groups, and administer surveys to identify the needs of San Jose teachers, and which services are being fully utilized.</p> <ul style="list-style-type: none"> • <i>The Sub-committee identified a comprehensive list of incentives both the City of San Jose and the school districts will collaborate on, but this work has been postponed by the Executive Board.</i>