

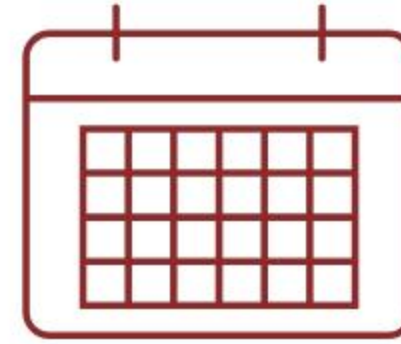
Why teach in Fort Bend ISD?



Competitive Pay



**Robust Mentoring &
Support**



**Calendar with Built-in
Breaks**



**Opportunities to
Grow**



Our Staff



10,478 full-time staff members



4,760 teachers



Student Teacher Ratios

Tier 1 & Tier 2 Campuses

K-1 23:1

2-4 23:1 (+1)

5 26:1 (+1)

Tier 3 Campuses

K-4 22:1

5 25:1

Our Staff

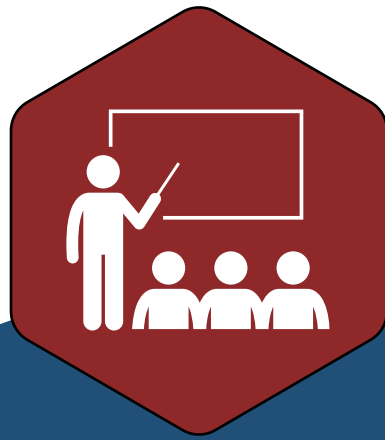


12,857 active employees
(including P/T, subs)
10,478 full-time



4,760 teachers

Expansion of FBISD Teacher Pipelines



Certified

Out of State Recruiting

Partnerships with targeted out-of-state universities where there are a surplus of teaching candidates as compared to teacher vacancies

International Teachers

Utilization of J1 visa program for international teachers for three-year periods



Alternative

Instructional Apprenticeship

Pipeline of educators seeking certification and support completion of their SOE while they are in the classroom

Career Transition

Professionals who have been outplaced from other industries or who are interested in career change



Grow Your Own

Student Teaching & Paid Teacher Residents

Robust student teaching and teacher residency programs

High School Programs

Establish an educational aide certification program at Reese Center and partner with local colleges to offer a dual credit degree in education

Instructional Apprentice/Aspiring Teacher Program



- Provides full-time employment to candidates who are pursuing their Statement of Eligibility in educator preparation programs
- Provides students with a degreed professional to support student instruction
- Initiated during the 2023-24 school year
- To date, this pipeline has resulted in nearly 100 newly-certified teachers



FBISD Talent Search

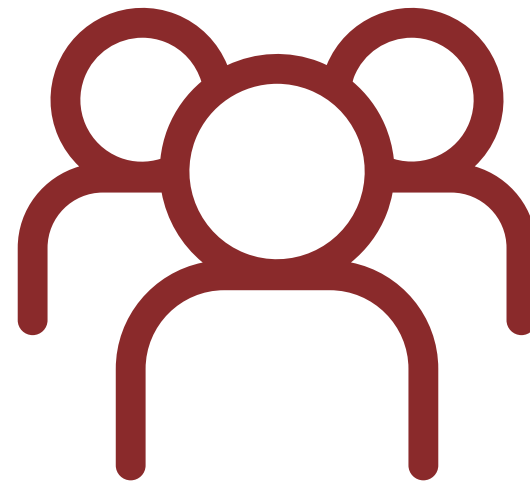
- District-wide hiring event held during the first weekend of April.
- FBISD's largest job fair, includes participation across the district (campuses and departments).
- 2024 Talent Search had the largest candidate attendance in recent history!
- Nearly 100 attendees left the event with a "golden ticket," which was a conditional offer of employment.



Recruitment & Retention Task Force



Recruitment



Retention



Recovery

Employee Well-Being and Mental Health



Physical

Fitness Classes, Fitness Club Discounts, Real Appeal Weight Loss Program, Healthy Pregnancy and Maven

Preventative

Onsite Screenings for Employees (Mobile Mammograms, Flu & COVID-19 Shots, and Free Pain Management Assessments)

Financial

Finpath Financial Wellness (Program focused on decreasing financial stress in workplace)

Mental & Emotional

Employee Assistance Program (access to live counselors; up to six free counseling sessions per household member), Stress Relief Toolkit



Q & A

THANK YOU