

Human Resources Update

2026-2027 Staffing Information



August 6, 2026

Strategic Plan Priority #3

- **Goal 1: CCS will recruit and retain licensed and properly endorsed staff**
- **Goal 3: CCS will recruit and retain teachers of color**



Elementary Openings

7 Openings

- **1 Special Education Teacher**
- **1 Grade 4 Teacher (Sunrise)***
- **1 Media Specialist (Trailblazer)***
- **1 Custodian (CELC)**
- **3 Instructional Assistants***

* indicates a long-term substitute hired supporting the start of the school year



Comparison to 25-26 start:

- **9 Openings**
 - **5 teachers**
 - **1 Special Edu, 2 ESL, 1 Gifted, 1 Reading Specialist**
 - **1 Instructional Assistant**
 - **1 Assistant Principal**
 - **2 Nurses**

Secondary Openings

9 Openings

- **2 Special Education Teachers (CMS)***
- **1 Reading Specialist (LMA)***
- **1 Nurse (CHS)**
- **5 Instructional Assistants**

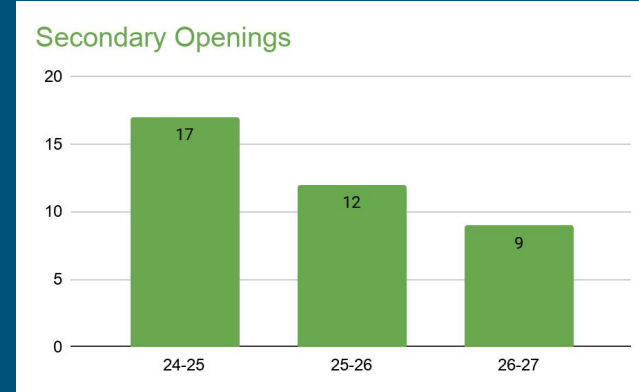
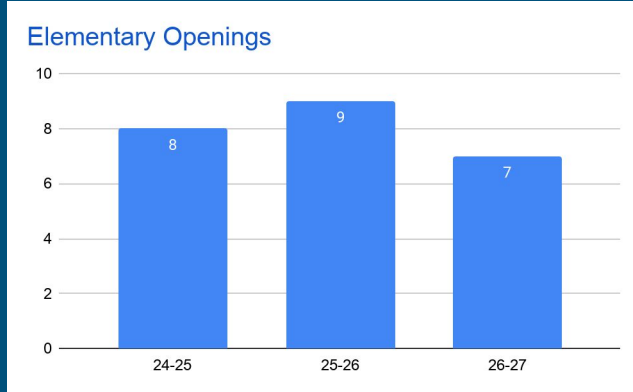
* indicates a long-term substitute hired supporting the start of the school year



Comparison to 25-26 start:

- **12 Openings**
 - **9 teachers**
 - **3 Special Edu, 3 ESL, 2 Math, 1 Technology Teacher**
 - **2 Instructional Assistant**
 - **1 Social Worker**

Summary of Openings

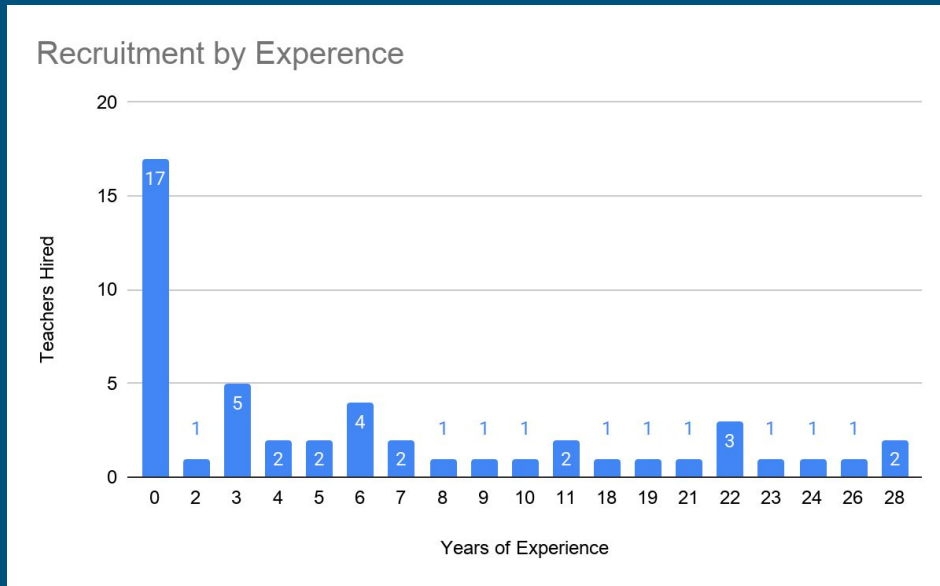


Trends:

- **Less vacancies at the start of the school year (22 in 2025, 16 in 2026)**
- **Less classroom teachers vacancies (13 in 2025, 4 in 2026)**
 - 1 elementary, and 3 special education teachers
- **Special Education Teacher are hard to fill positions (4 in 2025, 3 in 2026)**
- **Increased transitions for instructional assistants (3 in 2025, 8 in 2026)**

New Hire Experience

- **0 -2 Years of Experience -18**
- **3-19 Years of Experience - 22**
- **20+ Years of Experience - 9**



Trends:

- **Higher Retention (77 hires in 2025, 49 hires in 2026) - 28 fewer transitions**
- **Fewer Novice or 0-2 Years Experience Hires (35 in 2025, 18 in 2026)**

Action Steps:

- **Marketing Efforts/Job Postings**
 - **Social Media**
 - **VDOE**
 - **Indeed**
- **Expand iTeach Partnership**
- **Growing a Pipeline from Within**
- **Consideration Contracted Services**
- **Continued focus on Retention**

Questions

**Thank you so much for
all the support!**

