

Livermore Valley Joint Unified School District
Enrollment / Staffing / Recruitment
Summary Report
June 14, 2022

Background

In the spring of each year, our District projects enrollment and staffing for each school for the following year by using the prior three years' enrollment figures, historical attrition, new enrollment rates, new housing starts, attendance at the Transitional Kindergarten/Kindergarten enrollment fair, and requests for transfer. This year, our enrollment fair was modified due to COVID-19 restrictions.

After enrollment projections have been made, staffing allocations are determined, open positions are identified, and recruitment efforts begin. Because of the identified teacher shortage State-wide, early recruitment and hiring are critical to meeting the needs of the Livermore student population.

As has been true in the State of California as a whole, enrollment in the Livermore Valley Joint Unified School District declined during the two years of COVID-19. However, unlike the State, which is anticipating another year of enrollment decline, Livermore schools are projecting a modest increase for the 2022-23 school year. When viewed with a wider lens, District enrollment has been very stable since the turn of the century. In fact, our District projection for the 2022-23 school year is nearly identical to enrollment in Livermore in 2000. (Figure 1). It has remained there, with minor variances, for the past two decades. Expansion of the Transition Kindergarten program for next year has resulted in a slight increase to enrollment in that program.

Livermore Public School Enrollment 1999-2022

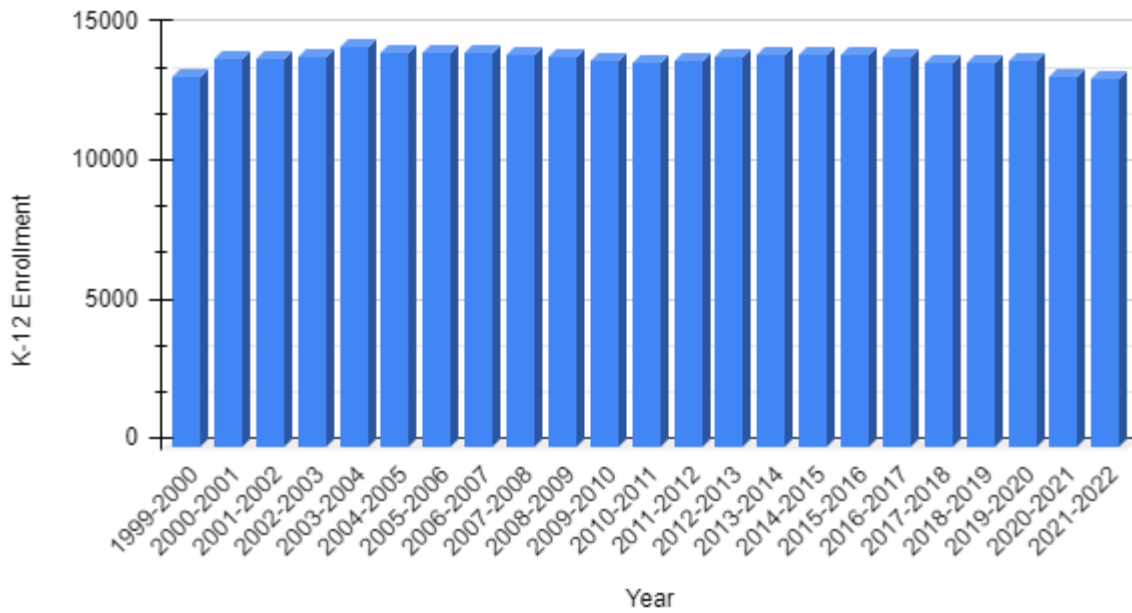


Figure 1

Staffing

The State-wide teacher shortage has been well documented and is having an impact on most Bay Area school districts. However, despite this trend, we have been able to fill the positions that opened over the past several years with outstanding educators. The Livermore Valley Joint Unified School District (LVJUSD), as a five-time Bay Area News Group Top Workplace designee, has been able to attract a large pool of candidates, even for positions that have been traditionally hard to fill. For the upcoming school year, our Human Resources Department has continued its practice of early recruitment efforts, though our recruitment plans were put on hold while we were awaiting the results of the Parcel Tax election in early May. With the recent passage of Measure A, our elementary science specialists who had been issued preliminary layoff notices were returned to their science positions. This has also enabled us to fill science and math vacancies at the secondary school level. As of the time of this report, we are still filling special education vacancies, along with a handful of positions at both the elementary and secondary levels.

On the classified side, expansion of our food service program next year has led to a restructuring of the Child Nutrition Services Department and the need for additional support at the site level. We are excited to be able to provide two meals each day to our students beginning in the fall, so it is critical that we continue to recruit food service workers. Outreach has been extensive.

Recruitment

The labor shortage has impacted most industries and public education has not been spared. In February, we jumpstart our recruiting efforts for certificated staff at local Universities, with a special focus on our hard to fill positions. After opening positions for one week for potential internal transfers, we then begin filling positions with the most highly qualified applicants from our pool. This process starts with the consideration of those who have worked for us in temporary positions the prior year, and have done an outstanding job. The retention of our best temporary teachers is a high priority, as they have already demonstrated to our site and District administrators what they are capable of accomplishing. We then fill remaining positions with the strongest external candidates. Recruiting efforts for classified staff have been more broad and varied, ranging from newspaper ads to radio spots to contacts with local education institutions. While seeking applicants for full and part time positions, we are also looking for those who might be interested in joining our team as substitutes. We will continue to seek creative ways to attract and retain outstanding candidates.

Conclusions

Given the profound impact that enrollment has on the short and long term planning of our District, it's critical that we continue to work closely with the City of Livermore and local demographers to monitor areas of growth and potential decline. When viewed over the past thirty years, our enrollment has been very stable and predictable. This allows us to make decisions with more confidence than in most districts, but we still must be attentive to decisions made in City Planning. Right now, we feel very well positioned to handle any short-term changes, both from the perspective of the location and enrollment capacity of our schools to our ability to provide adequate staff to meet the needs of students at those schools.