



HUMAN RESOURCES UPDATES

MARCH 23, 2026



Human Resources Agenda

Teacher Demographics & District Profile

Strategic Plan Goals and Strategies

- Recruitment, Certification & Mentor Supports

- Retention Initiatives

- Leadership Supports

Contracts in GCCISD

Conclusion

HUMAN RESOURCES RESPONSIBILITIES

- Hiring & Onboarding
- Staffing
- Recruitment & Retention
- Appraisals & Evaluations
- Compensation
- Certification
- Compliance
- Conflict Resolution
- Complaints & Grievances
- Leadership Development



STAFFING AND CLASS SIZE AVERAGES

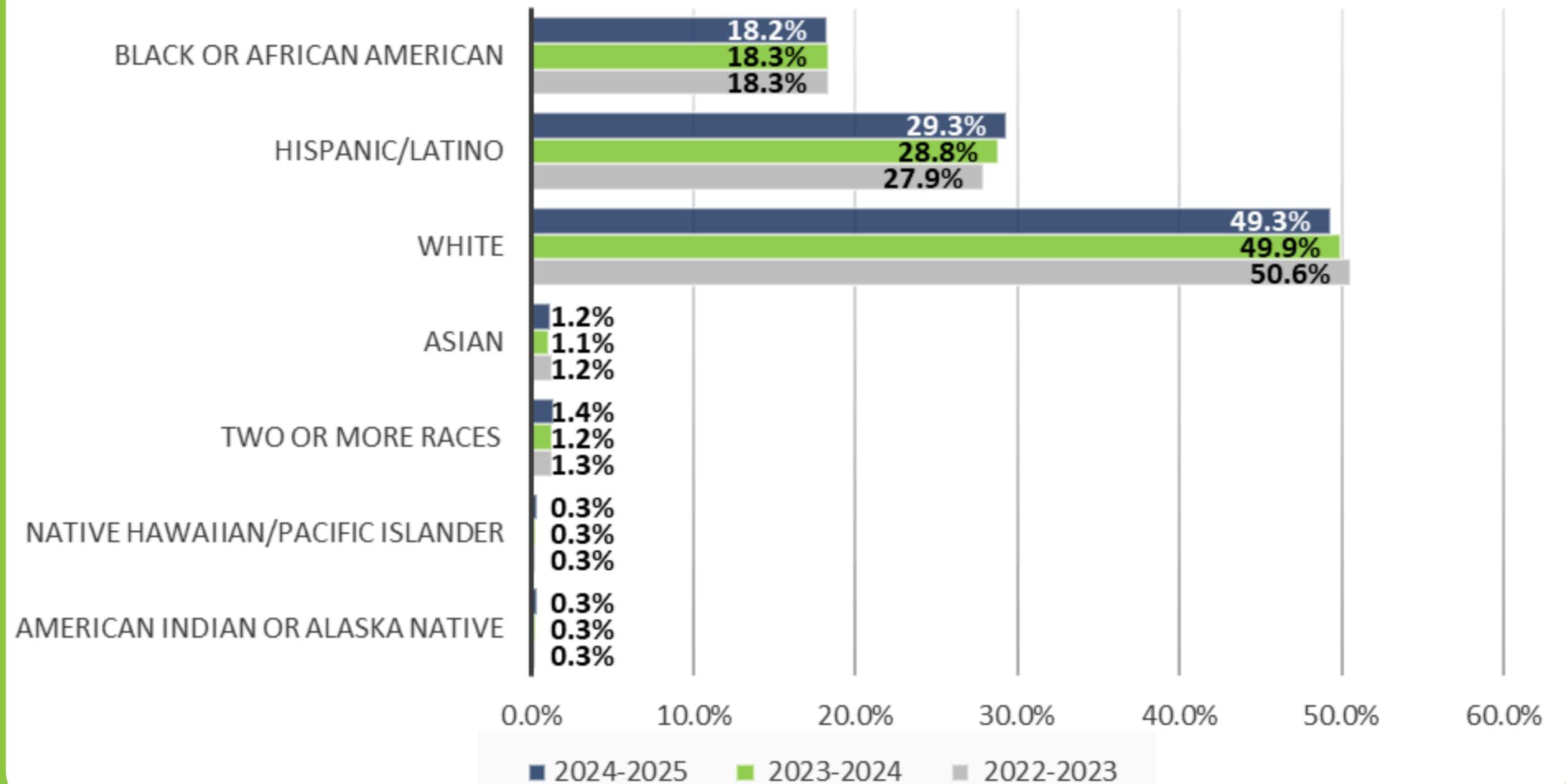
- Goose Creek strives to staff our schools effeciently, providing instructional support to students while being mindful of budgetary constraints.
- GCCISD class sizes are below the state average in all areas except:
 - Kindergarten (+.5 students)
 - Foreign languages (+4.4)

Class Size Information	District	State
Elementary		
Kindergarten	19.4	18.9
Grade 1	16.5	19.2
Grade 2	17.2	19.4
Grade 3	16.7	20.1
Grade 4	16.7	20.0
Grade 5	18.4	21.3
Grade 6	19.3	19.8
Secondary		
English/Language Arts	14.0	16.4
Foreign Languages	23.3	18.9
Mathematics	15.4	17.8
Science	17.6	18.9
Social Studies	18.1	18.9

TEACHER DEMOGRAPHICS

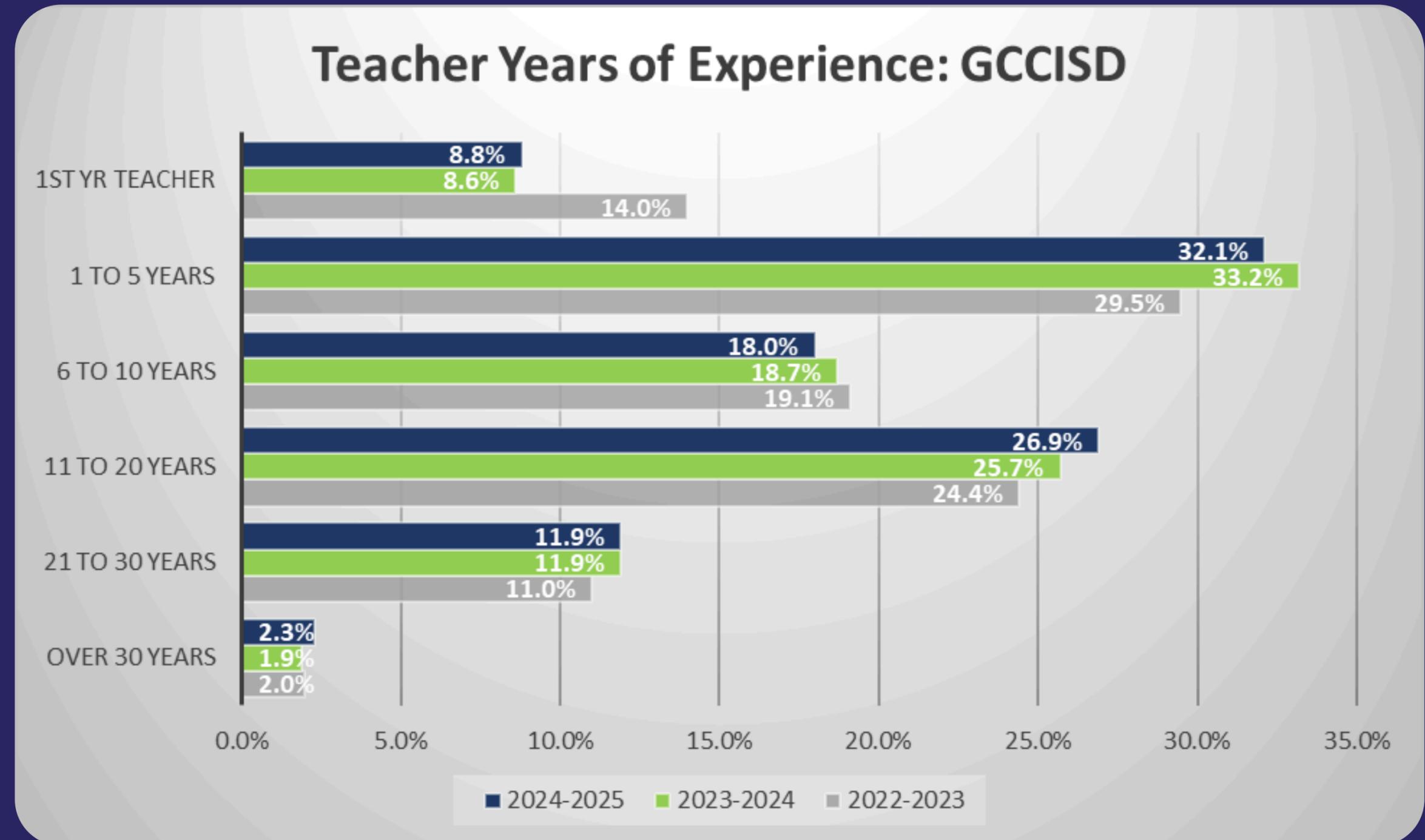
- There are no major shifts in demographics.
- There is a slight increase in Hispanic teachers.
- There is a slight decrease in White teachers.

Goose Creek CISD Teacher Demographics



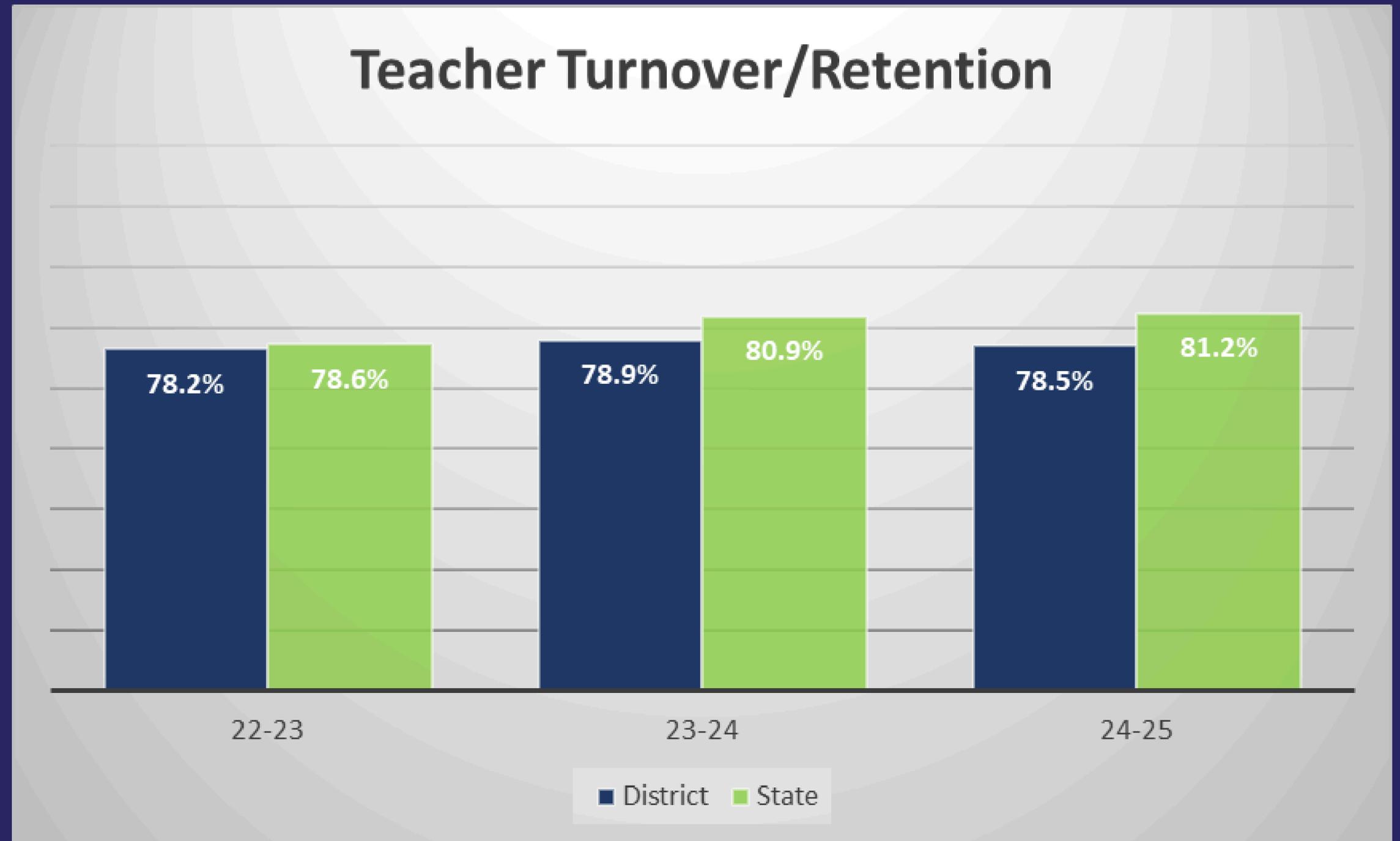
TEACHER YEARS OF EXPERIENCE

- The average “years of experience” for GCCISD teachers has increased from 9.6 to 10.3 years in the last 2 years.



GCCISD TEACHER RETENTION

- Teacher retention continues to be a challenge.
- Goose Creek CISD is -2.7% below the state average.



COMPETITIVE SALARY

- *GCCISD Beginning Teacher Pay* in 2024-2025 was \$63,500. Uncertified Adjunct Teachers are paid at a lower rate (\$56,000).
- Goose Creek CISD pays higher than the state average in every category.
- Due to the market and regional competition, the District continues to pursue strategies that will attract and retain high quality staff.

Staff Information	District	State
Beginning Teachers	\$60,939	\$55,689
1-5 Years Experience	\$65,674	\$59,266
6-10 Years Experience	\$67,942	\$62,607
11-20 Years Experience	\$71,732	\$66,353
21-30 Years Experience	\$75,799	\$70,976
Over 30 Years Experience	\$81,675	\$75,042

Strategic **Plan**

Develop Organizational Excellence



Goal # 1

Recruit Highly Qualified Staff
Who Strive for Excellence



Goal # 2

Increase Teacher Retention
and Employee Job Satisfaction



Goal # 3

Develop Highly Qualified
Leaders Who Make a Significant
Impact



GOAL #1

**RECRUIT HIGHLY
QUALIFIED STAFF WHO
STRIVE FOR EXCELLENCE**

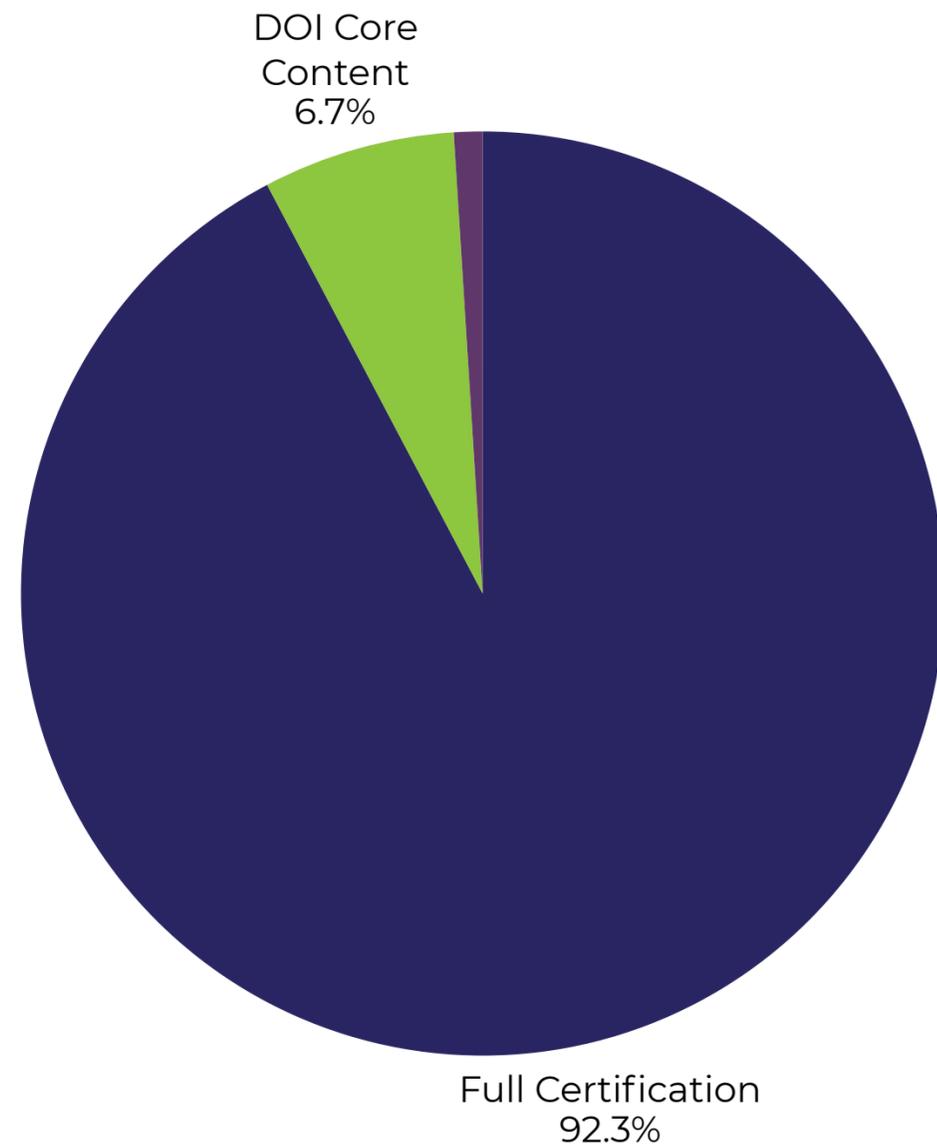


TEACHER RECRUITMENT

- Grow Our Own Clinical Teacher Internships
 - **2024-2025:** 35 Interns
 - 9 Fall Interns were hired in the Spring
 - **2025-2026:** 60 Interns (Fall & Spring)
 - 12 Fall Interns are currently working as teachers
 - 33 Spring Interns are graduating in May (19 Teacher Residents)
- *Teacher Certification Open House*
- *Teacher Residency Program Implementation*
- University & District Job Fairs
- University & ACP Partnerships



CERTIFICATION STATUS

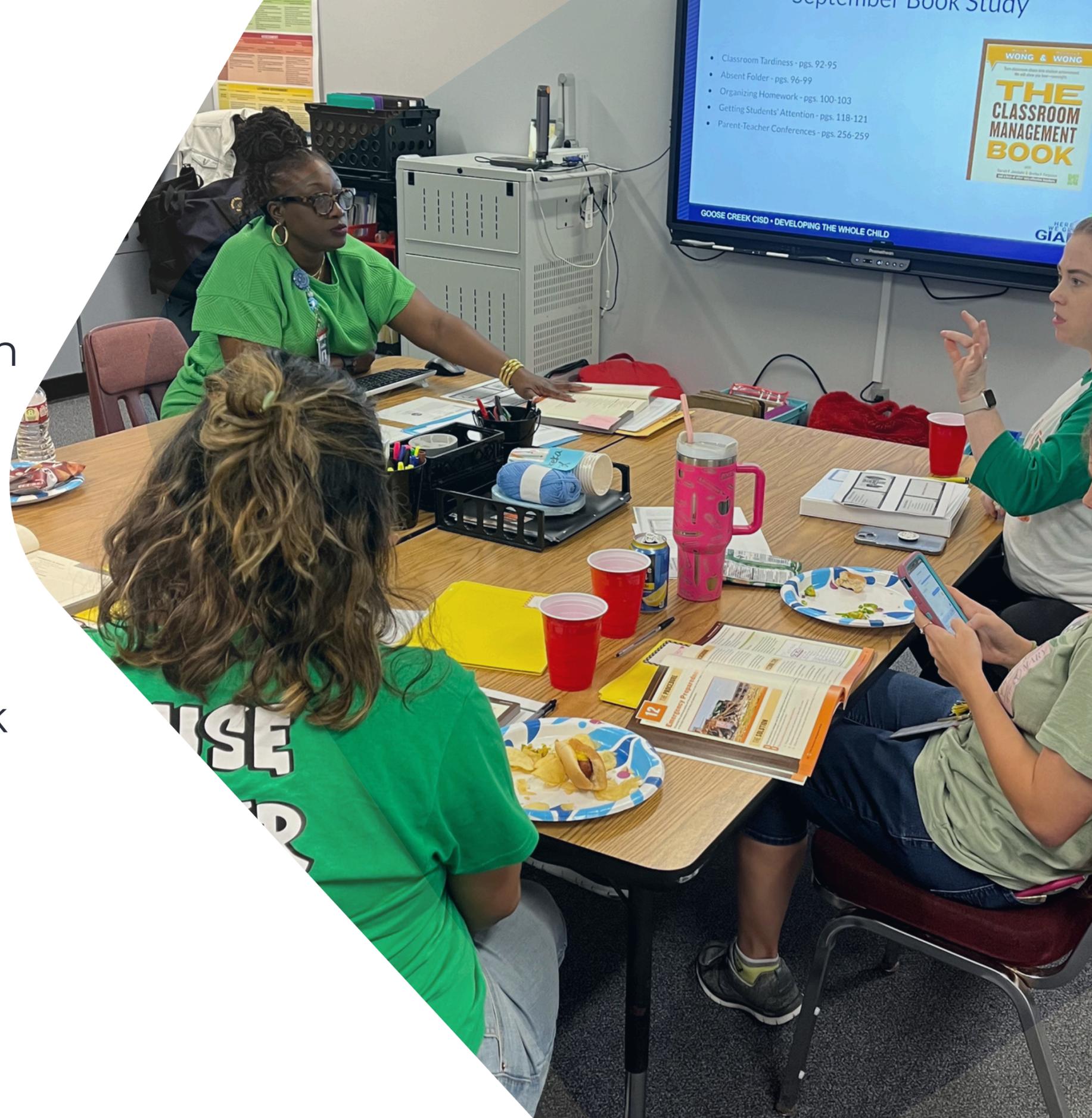


- Currently 92% of GCCISD teachers are fully certified to teach in their current assignment
- Uncertified Teachers
 - 108 (7%) are District of Innovation Teachers teaching in core content areas
 - Elementary: 59
 - Secondary: 49
 - Approximately 1% of our teachers are uncertified teaching in NON-core content areas

****DOI-District of Innovation***

MENTORSHIP SUPPORTS

- Yearlong New Teacher Induction Program for all teachers new to GCCISD
 - 0 Year = Mentor
 - 1+ Years = Buddy
- Campus Lead Mentors
 - Monthly meetings with book study - *The Classroom Management Book*
- Mentee Support Team
 - 4 retired GCCISD principals provide monthly check-ins



FIRST YEAR TEACHER SURVEY RESULTS

- First year teachers received a survey about their experience in GCCISD.
- Responses were anonymous.
- Overall, teachers reported a positive first-year experience and pride in teaching in their home district.

- **District Onboarding:** 92% of first-year teachers felt positively about onboarding.
- **Mentor & Campus Support:** Teachers report that mentors are a major source of support.
- **Areas of Success:** Teachers reported growth in classroom strategies, professional skills, curriculum implementation, and overall confidence.
- **Challenges:** Key challenges include classroom management, workload balance, technology use, SPED accommodations, and unclear campus procedures.
- **Training & Resource Needs:** First-year teachers expressed a need for deeper curriculum support, guidance on certification, structured professional learning communities (PLCs) and practical in-class assistance.
- **District Perception:** Overall satisfaction from 1st year teachers is high, with 96% recommending Goose Creek CISD.



GOAL #2

**INCREASE TEACHER
RETENTION AND
EMPLOYEE JOB
SATISFACTION**



TEACHER RETENTION STRATEGIES

- Longevity Pay
- Competitive Salaries
- Teacher Incentive Allotment District
- Strategic Breaks throughout School Year
- Support Systems/Leadership Support
- Wellness Clinic
- Professional Learning Opportunities
- Technology Integration



TEACHER INCENTIVE ALLOTMENT 2022-2023 COHORT



Designation	Number of Teachers 2022-23 Cohort	GCCISD Average Payout	State Number of Teachers	State Average Payout
Recognized	58	\$5,366	9,429	\$5,848
Exemplary	80	\$11,601	10,279	\$11,434
Master	23	\$20,988	5,255	\$21,235
Total	161	\$1,722,032	24,963	\$281,260,803

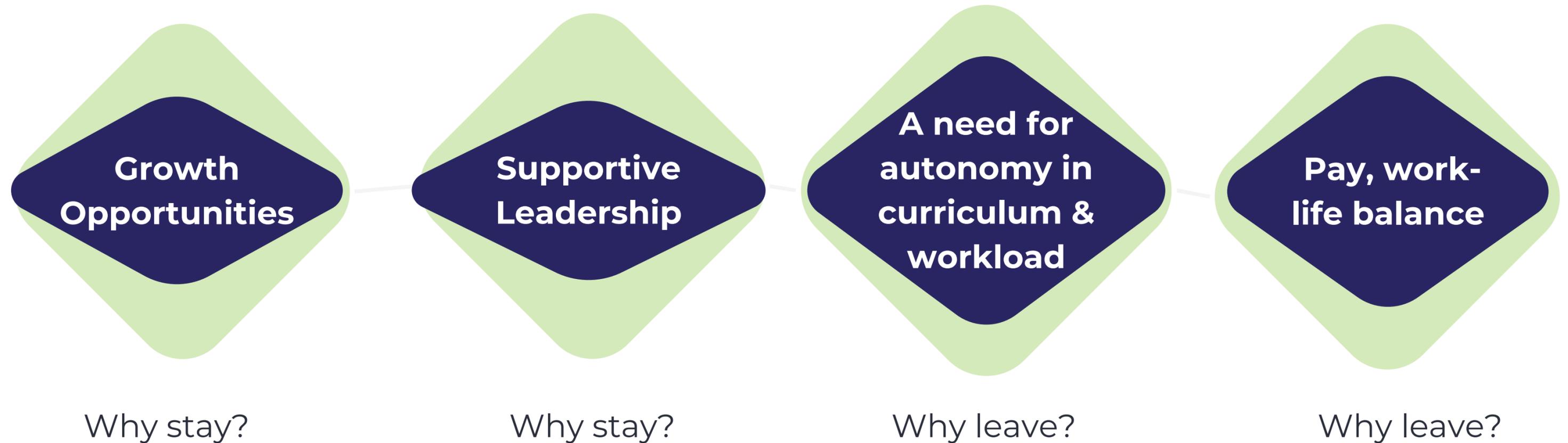
TEACHER INCENTIVE ALLOTMENT 2024-2025 COHORT



Designation	Number of Teachers 2024-25 Cohort	Payout Range	All GCCISD Designated Teachers	GCCISD Average Payout
Recognized	64	\$3,000 - \$9,000	102	\$5,488
Exemplary	71	\$6,000 - \$18,000	142	\$10,977
Master	12	\$12,000 - \$32,000	31	\$20,295
Total	147	\$3,000 - \$32,000	275	\$2,747,655

STAY INTERVIEWS

Teachers with 11 to 15 years of Experience were given a survey about reasons to stay, as well as district challenges





GOAL #3

**DEVELOP HIGHLY QUALIFIED
LEADERS WHO MAKE A
SIGNIFICANT IMPACT**





GOOSE CREEK CISD

Developing the Whole Child

PORTRAIT OF A LEADER



MISSION: Developing the Whole Child

VISION: We empower every student with the knowledge and skills they need to succeed in a global community.

LEADERSHIP DEVELOPMENT

- HR provides leadership training opportunities that are aimed at prioritizing Goose Creek CISD's Portrait of a Leader.
 - Ethical & Legal Obligations
 - Investigations & Effective Documentation
 - Leading with Integrity
 - Promoting Fairness in Decision-Making
- HR leadership has provided training to the following:
 - Principals
 - Assistant Principals
 - District Auxiliary Leadership

CONTRACT UPDATES

- GCCISD Administration recommends a phased transition in contract structure for teachers and administrators.
- Under this recommendation, the District will phase out two-year term contracts and transition to **one-year term contracts** following the completion of probationary status.
- The purpose of this transition is to align the District's contract structure with best practices in personnel management, staffing, and financial obligations.
- Teachers currently employed under a continuing contract will not be affected by this change.

CONTRACT UPDATES

Proposed implementation timeline:

- No action will be taken to renew **administrator two-year term contracts** this year (these contracts expire at the end of 2026-2027).
- No action will be taken to renew **teacher two-year term contracts** the following year (these contracts expire at the end of 2027-2028).
- Teachers and administrators transitioning from probationary to term contracts this year will be recommended for a one-year term contract for 2026-2027.

Thank you!

