



## Speech to the Board

2 February 2016

By Amanda Fanning

Good evening Dr. Lovely, Members of the board.

I can hardly believe it but we have passed the half-way mark this school year with fewer than five months to go. As we approach the end of the year, it is becoming ever more apparent that the educator shortage is upon us. There are over ten school districts in North San Diego county and over 40 county-wide. In every meeting I attend, and I promise you, that's a lot of meetings, people are asking each other the same thing, "What are *you* doing to recruit and retain teachers?" The fact is we are all in competition at this point due to a limited number of people graduating credential programs.

Today I decided to take a quick glance at Ed Join, just to see what was out there. As of right now there are over 200 job postings within the county, and while some of them are for this year, many districts are already posting for next year. In fact, districts such as San Dieguito, San Marcos, and Fallbrook have already posted "hiring pools" for next year and are currently accepting applications. I wish I could say that we don't need to worry about these other districts because educators "always want to work in Carlsbad," but that is no longer the case.

In my 11 years in this district, I have often heard the community and administration compare us to San Dieguito, Encinitas, and Del Mar when discussing the education we provide. However, I don't hear the same conversations happening when it comes to other areas OR compensation.

Both veteran and new teachers tend to focus on a few areas when they are deciding where to teach. The pay scale, class sizes, case load, and the types of students they will be working with top the list. Now, we all know that we have amazing students in Carlsbad, and we love working with them, but the fact is there are many other areas where we don't compete with surrounding districts.

Right now we have the opportunity to work together to recruit and retain highly qualified educators; however, if we wish to do that we must be competitive and recognize the areas we can improve in.

I have loved working in Carlsbad for the past 11 years, but I need to be honest with myself and everyone here that times have changed. Carlsbad cannot follow the status quo just because it has worked so far. We must evolve in order to remain competitive.

It is my sincere hope that moving forward we will be able to say to potential new hires that Carlsbad truly is, THE best district to work for.

Thank you.