



OFFICE OF HUMAN CAPITAL MANAGEMENT

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Human Capital Monthly Report

President Bishop and Members of the Board,

I am pleased to present our Human Capital monthly report. As of March 31st, we have 46 fewer resignations than last year. We are consistently maintaining a teacher fill rate of 95%, largely due to the staffing options we implemented. Additionally, we are consistently maintaining a bus driver fill rate of 94%, ensuring reliable transportation for our students.

Our recruitment efforts are in full swing. This year, our primary goal was to implement an innovative and multi-faceted approach. Our team has participated in numerous recruiting events throughout the state. This upcoming weekend, we will host our annual MISD job fair, anticipating a great turnout bolstered by our new cost-effective advertising strategy. The vast majority of candidates we hire reside in Midland or the surrounding areas. Beyond our state and local efforts, we are expanding our recruitment through our international teacher program. We have identified more than 40 certified bilingual candidates suitable for roles within our district.

Later in the agenda, you will find an RFP for approval to source quality international teacher candidates. The certifications for these roles include, but are not limited to, special education, math, science, and bilingual education. Lastly, with your recent approval, the Region 4 Inspire Texas alternative certification program is now underway. We currently have just under 10 employees who have submitted applications to the program. This initiative is vital as it allows us to focus our recruiting efforts internally and develop our own staff.

Very Respectfully,

Brandon Reyes
Chief of Human Capital Management
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