

DEPARTMENT OF EDUCATION
OFFICE OF THE SECRETARY
700 Finance and Personnel

775 New Teacher Hiring Data Reporting

1.0 Purpose

The purpose of this regulation is to outline the criteria and process related to new teacher hiring data collection and reporting by school districts as required by 14 **Del.C.** §1725 and align such with annual reporting done within the Educator Support Team of the Department of Education.

19 DE Reg. 919 (04/01/16)

23 DE Reg. 1018 (06/01/20)

2.0 Definitions

The following words and terms, when used in this regulation, shall have the following meaning unless the context clearly states otherwise:

"Contract offer date" means the date an authorized agent or representative of the district notifies the successful candidate of the intent to hire.

"Department" means the Delaware Department of Education.

"District" means a reorganized school district or vocational technical school district established pursuant to Chapter 10 of Title 14 of the Delaware Code.

"Hard to staff position" means a position for which school districts have the fewest qualified applicants.

"Position availability date" means the date the district Human Resources Office knows the available position is released for a new full-time teacher hire.

"Position type" means the appropriate instructional level of the teacher or whether the teacher is in a Hard to Staff Position.

19 DE Reg. 919 (04/01/16)

23 DE Reg. 1018 (06/01/20)

3.0 New Teacher Hiring Data Report

3.1 On or before December 1st of each year, each District shall annually submit an Educator Hiring Practices and Needs Report to the Department in a format approved by the Department that includes, but is not limited to, Contract Offer Date, Position Availability Date, Position Type, number of positions available and filled, information on Hard To Staff Positions, information on recruitment and selection processes, and information on staffing practices during the most recent hiring season.

3.2 The Department may also require each District to enter such information on an ongoing basis into an electronic statewide information system. The Department shall review and provide information on educator hiring practices and needs, including hiring activity related to the estimated unit count as that term is defined pursuant to 14 **Del.C.** §1704, in the annual Delaware Talent Practices Report.

3.3 The Delaware Talent Practices Report is to be provided no later than March 31st of the following year.

15 DE Reg. 337 (09/01/11)

19 DE Reg. 919 (04/01/16)

23 DE Reg. 1018 (06/01/20)