



## Cultivating Leadership: Strategies to Prepare for the Future Workforce

Dr. Jaime Sowers

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### About Your Presenter



**About Jaime:**

- Earned his doctorate in innovation and leadership in 2018 from Wilmington University in Delaware.
- Prior to joining the BlazerWorks team, Jaime spent three years as the special education director for Santa Fe Public Schools in New Mexico.
- He is nearing the 20-year mark in education, spending time as a teacher, coordinator, and principal prior to becoming a director.
- Serves on two volunteer school boards and is an active member of the Council of Administrators of Special Education and the Council of Exceptional Children.

**Jaime Sowers, Ed.D.**  
Advisory Team Director

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### What To Expect From This Session

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Where are we now with staffing issues?

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What can be done to recruit?

3

What can be done to retain?

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Retention begins long before  
you start to recruit.

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### How Do We Fill These Openings?

**Recruitment**  
Let's face it: recruiting for school-based positions is more competitive than ever.

**1** You have to treat it like a competition.



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### How Do We Fill These Openings?

**2** Ask: Why would a candidate want to work here? With us?


**What can you offer that other districts can't?**

Start your retention efforts with recruitment

1. Mentoring - work from home during PD days?
2. What are other intangibles your district offers?

**Hint: Money isn't everything.**

- Research shows that money is not the top reason people choose a district or decide to stay or leave. More on that later...

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### Now How Do We Keep Them?

Retention → Let's talk about what you're doing.



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### Retention Ideas

- 1 Mentorship, support, and more support
- 2 Assistance with paperwork
- 3 Workload vs. Caseload for related service providers
- 4 Leadership Leaders that are not administration
- 5 Overlap from recruitment efforts:
  1. Housing stipends or district housing options
  2. Loan forgiveness



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### Exercise: If I Ruled the World

At your table group devise your plan with three recruitment and three retention ideas.

Guidelines:

- Money isn't an object
- Be creative
- Elect a spokesperson and be prepared to share



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Thank you!

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