



TO: Dr. Casey Nye, Superintendent
FROM: Talent & Culture Department
DATE: September 8, 2026
RE: 2026-2027 Hiring Summary

Overview

Overall teacher hiring quantity is nearly identical to last year, and the overall experience level of newly hired teachers remains consistent. This year's hiring data also highlights three important trends: an increase in early-career educators, the continued importance of special education recruitment, and the value of developing candidates who already have a connection to D.C. Everest through one of our pipelines.

Certified Staff/Teacher Hiring

For 2026–2027, the District has hired 28 teachers (one teaching vacancy remains as of September 8th). In addition, the District hired one occupational therapist, one school social worker, one psychologist, and two nurses.

2025-2026 vs 2026-2027

Teacher Hiring Measure	2025–26	2026–27	What We Are Seeing
Teacher hires*	25	28	Slight increase
Special education hires	8	9	Roughly one-third of hiring
Average prior teaching experience	3.5 years	3.6 years	Consistent
No prior teaching experience	10 (40%)	10 (36%)	Remains a significant portion
Fewer than 5 years of experience	16 (64%)	20 (71%)	Increasing early-career hires
Elementary hires	9	14	Increase
Secondary hires	15	14	Consistent

**For comparison purposes, the 2025–26 figures above focus on 25 classroom/teaching hires and exclude two counselors. One district-wide position is also excluded from the elementary/secondary counts.*

Where Our New Teachers Are Coming From

Of this year's teacher hires:

- 17 previously taught in other districts: 7 from local districts, 9 from other Wisconsin districts, and 1 from out of state.
- 6 were D.C. Everest student teachers or interns during 2025–2026.
- 2 student-taught in other districts during 2025–2026.
- 1 previously worked as a D.C. Everest substitute.
- 1 previously worked as a D.C. Everest paraprofessional.
- 1 previously held a limited-term contract with D.C. Everest.

Of particular interest, 11 of the 28 teachers hired (39%) had a prior connection to D.C. Everest through student teaching/internships or non-certified employment. This includes past D.C. Everest graduates that chose to come home to either start or continue their teaching career. Continuing to develop strong connections with and provide support to student-teachers, interns, guest teachers, paraprofessionals, and other employees provides a pipeline of candidates who already understand our schools, students, and culture.

Certified Staff/Teacher Candidate Pool

The District had 565 certified applicants during the 2026–2027 hiring season, averaging 12.5 candidates per posting which is a small increase from previous years (10 candidates/position in 2024-2025). However, the size of candidate pools varies by position with Elementary postings having the largest average number of applicants (29) and specialized positions such as Spanish (5) and Special Education (8) having the fewest. This representation is consistent with past candidate pools. One key in attracting larger pools remains the ability to post open positions early in the hiring season (late Winter) as our candidate pools tend to experience sharp declines in the summer months.

Support Staff Hiring

Between July 1 and September 4, the District hired 29 support staff employees, including 11 special education assistants. For comparison, during



approximately the same period last year, the District hired 35 support staff employees, including 23 special education assistants.

As of early September, 17 support staff vacancies remain in departments across the District. 11 of 17 are educational assistant positions, including six special education assistant vacancies.

Key Takeaways

- **Hiring volume remains stable.** The District hired 28 teachers for 2026–27, compared with 27 total teacher hires, including two counselors, in 2025–2026.
- **Our new teacher workforce is increasingly early-career.** More than 7 in 10 of this year's teacher hires have fewer than five years of experience, making onboarding, mentoring, support, and retention increasingly important.
- **Special education remains a significant staffing need.** 9 of the District's 28 teacher hires are in special education, and special education assistants represent the largest single category of remaining support staff vacancies.
- **Our pipelines have a strong impact on hiring.** Nearly 40% of this year's teacher hires had a prior D.C. Everest connection.
- **Applicant numbers alone do not tell the full story.** While the District attracted 565 certified candidates, candidate availability varies considerably by position.

Looking Ahead

Talent & Culture will continue to focus on recruitment for hard-to-fill positions, development of internal talent pipelines, strong onboarding and mentoring for early-career educators, and retention of high-quality employees.

These efforts will help ensure that D.C. Everest remains positioned to attract, develop, and retain the staff necessary to create high-quality educational experiences for all learners.