

2015 Achievement Awards Virginia Association of Counties

APPLICATION FORM

All applications must include the following information. Separate applications must be submitted for each eligible program. **Deadline: June 1, 2015.** Please include this application form with electronic entry.


PROGRAM INFORMATION

Locality: Henrico County
Program Title: HCPS Student Teacher/Counselor Intern Reception
Program Category: Organizational Development

CONTACT INFORMATION

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SIGNATURE OF COUNTY ADMINISTRATOR OR CHIEF ADMINISTRATIVE OFFICER

Name: John A. Vithoukas
Title: County Manager
Signature: 

Overview/Summary of the Program

The Henrico County Public Schools Student Teacher/Counselor Intern Reception highlights and recognizes the students and counseling interns who are completing their required program-placements with Henrico County Public Schools (HCPS). The reception augments the real-world training they get at Henrico schools to help them become successful, qualified teachers and school counselors.

This unique event allows the attendees to interact with members of the HCPS leadership team. It also gives them a chance meet peers from other colleges who are having similar experiences with HCPS.

The event features speeches by the superintendent of schools; School Board members; educational specialists; and previous student teachers and interns who have become full-time teachers in Henrico County. Attendees learn how to: apply for positions; increase their marketability; use their new relationships to attain goals; and sharpen their teaching skills.

The event equips students and interns with insights on how to move forward once their student placements conclude. We hope that the reception and their successful placement experiences will entice these students to pursue full-time teaching positions with HCPS. By partnering with colleges to place their students as student teachers and interns, we stock a hiring pool of bright, experienced, well-trained educators familiar with our school division.

Problem or Challenge

With the extremely competitive job market, the demands for locating and securing experienced, qualified educators can be challenging. Hosting student teachers and counselor interns is a way for HCPS to connect with candidates at an early stage in their careers. The reception allows the students and interns to gather in one location and receive valuable information about Henrico County Public Schools. It also gives Henrico County the chance to show prospects that they are important to our schools. The objective of the program is to create a platform where all of the HCPS student teachers and counseling interns come together to receive acknowledgement and receive information on how to obtain teaching positions within Henrico County Public Schools. We also showcase HCPS as a premier school division and a great place to work.

The receptions are held once a semester to ensure the participation of each group of student teacher/counselor interns. The preparation for the reception begins once the previous semester's reception ends, as a new group of students and interns is already preparing for their placement experiences.

The clientele is current-semester student teachers and counselor interns from various colleges who are completing their required student teaching/internship placement within Henrico County Public Schools.

The Henrico County Public Schools Student Teacher/Counselor Intern Reception, hosted by the human resources department, provides an

informational afternoon of presentations, speakers, important licensure information and tips for successfully securing a teaching position within Henrico County Public Schools.

The HCPS Human Resources Department coordinates the placement of student teachers and counselor interns and hosts the reception for them.

Response to Economic Downturn

Meeting the daily needs of student education is the primary focus of Henrico County Public Schools. This means securing qualified educators for the future success of our students. Hiring the best possible candidates is crucial to Henrico County Public Schools' mission: Giving all students the right to achieve and the support to succeed.

Budget constraints have affected every part of the school division, including the reception. HCPS officials even considered discontinuing the event to save money. However, the reception has proven so popular and effective that continuing it was deemed crucial. Some prospects have stated that they requested completing their placement within HCPS simply because we honored them with a reception, made valuable information available and provided an opportunity for them to make important connections within HCPS.

We have made strong efforts to reduce the cost of the event; The HCPS Human Resources Department cut food, beverage and decoration costs.

Use of Technology

- Internet
- HCPS website/henricojobs.com
- Excel databases
- Email

The Cost of the Program

The main costs of the reception are incurred through the facility rental and light refreshments provided for the attendees. The average cost of a reception is about \$2,000-\$2,100. This budget compares favorably when compared with out-of-area recruiting efforts to interact with the same number of high-quality candidates.

Results

The hiring of many highly qualified candidates who are former student teachers/counselor interns evidences the success of the student teacher/counselor intern receptions. HCPS has hired former student teachers and interns in the areas of biology, counseling, elementary education, English, history and social studies, library/media, math, middle school math and science, physics, and special education.

The Henrico County Public Schools Human Resources Department Student Teacher/Counselor Intern Reception is a valuable asset to the county's recruitment efforts. Although many agencies use outside services to recruit and secure their potential employees, Henrico County prefers to grow our own

when possible. A large number of employees within Henrico County Public Schools have either gone to HCPS schools or are current or former residents of the county. Many who have left Henrico to attend school elsewhere will request their student teaching/counseling internship placements within HCPS because Henrico County is their home and they wish to return.

The student teacher/counselor intern reception program is an effective tool for encouraging these graduates to seek employment with Henrico County Public Schools. We use this event to show our appreciation for these future educators and to extend our sincere interest in employing them as they pursue their careers in teaching and counseling. We also provide them with information and materials to make them more marketable candidates for employment, whether it is within Henrico County or elsewhere. In partnering with these student teacher/counselor interns for their clinical placements and then celebrating them at the receptions, it not only benefits them, but also Henrico County Public Schools. Our school division cultivates early access to a pool of highly qualified teaching candidates. This, in turn, benefits our schools and students.

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Program Category: Organizational Development

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