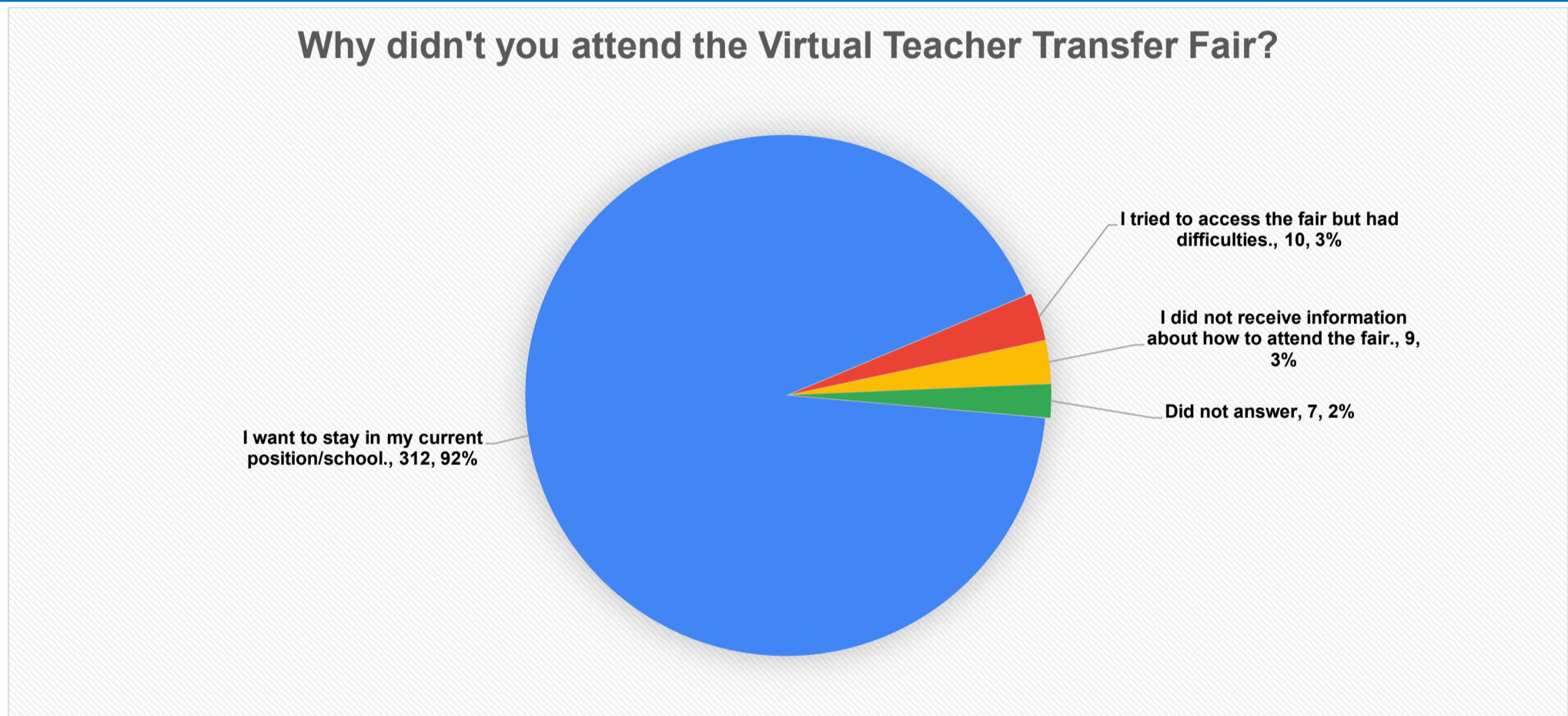
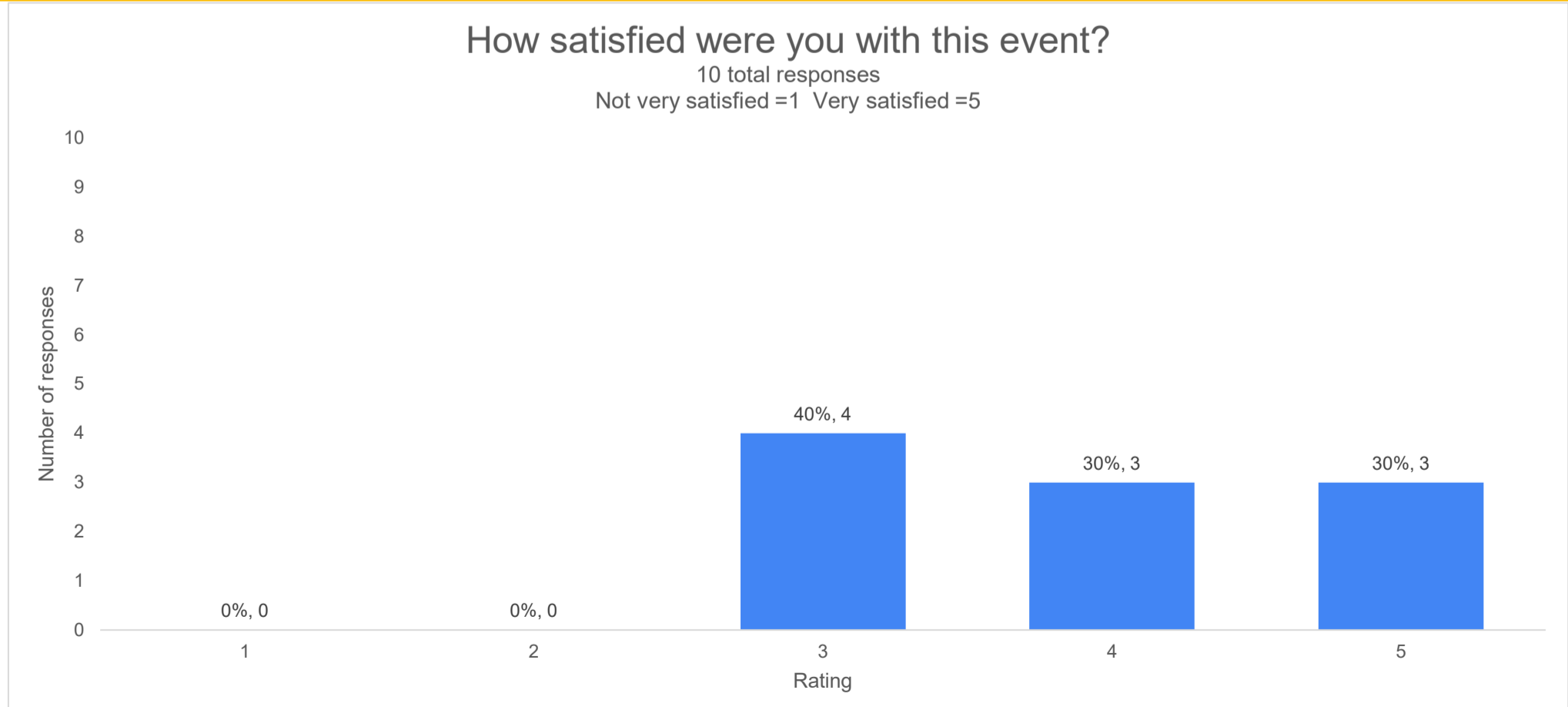
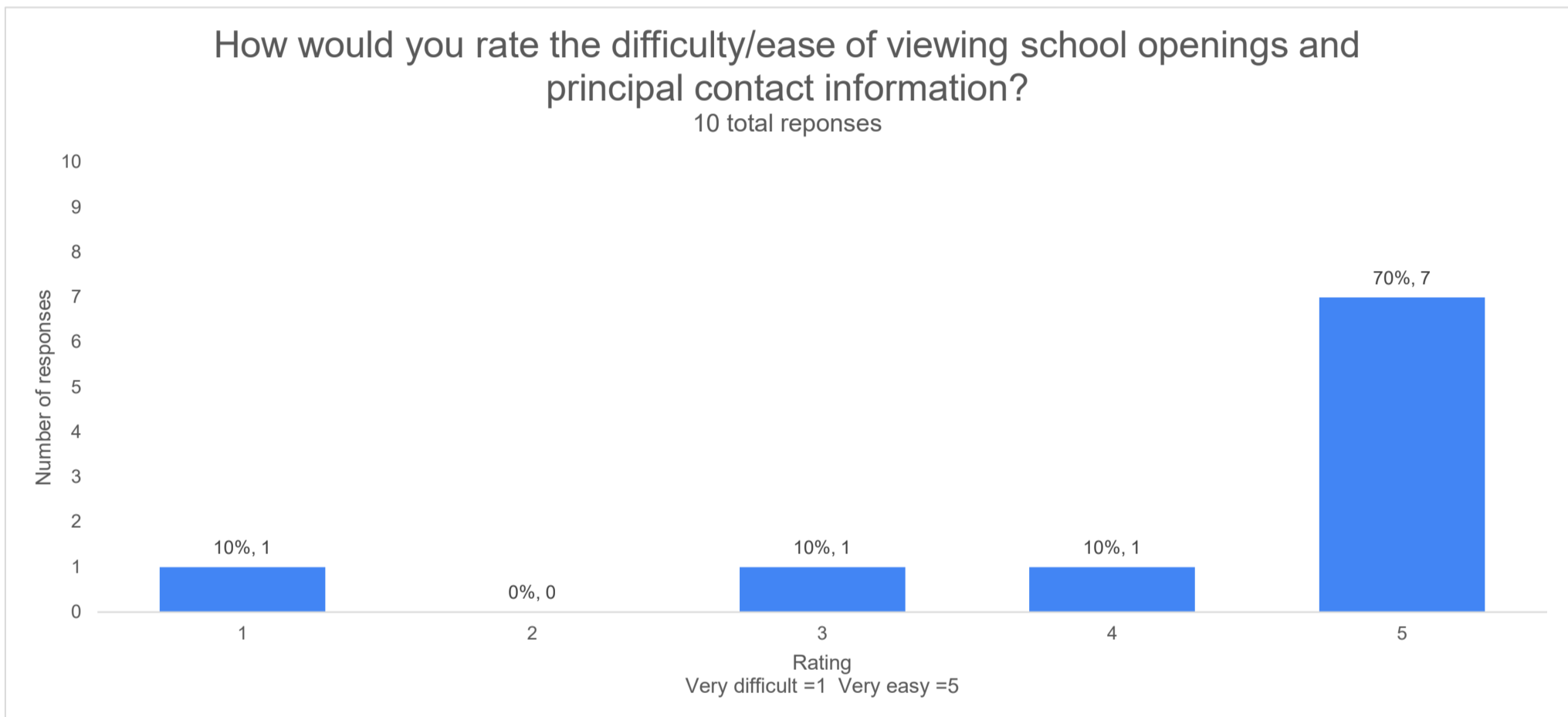
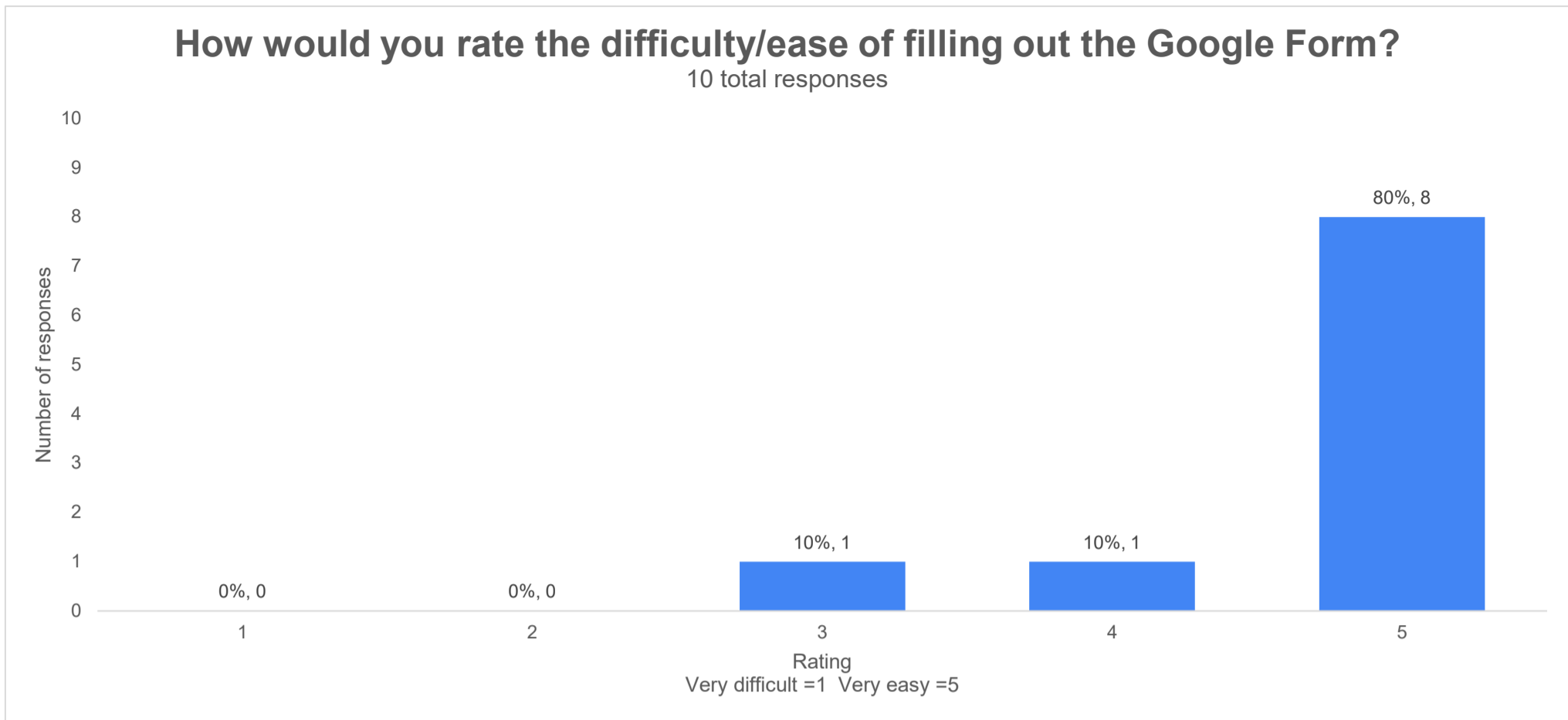


Responses from those who did not attend the fair

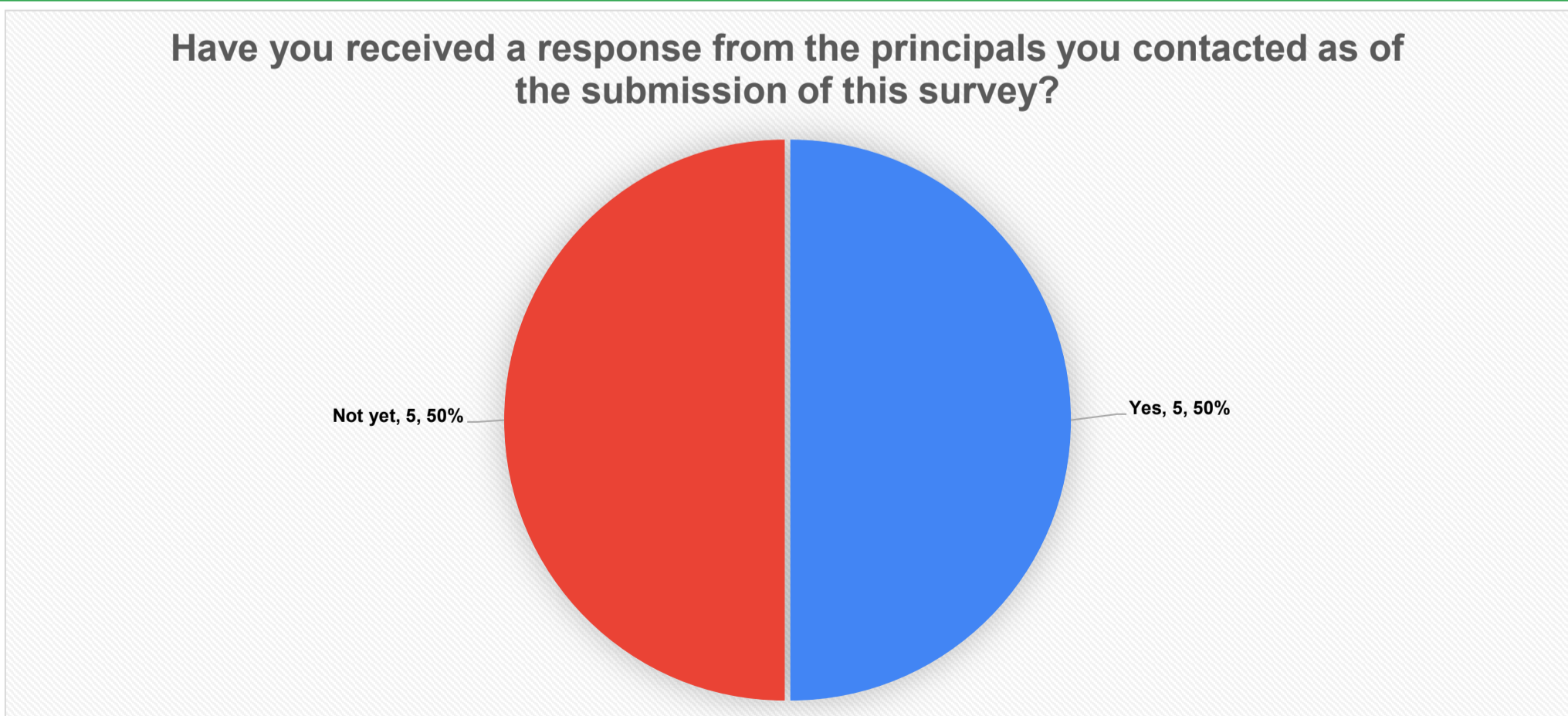


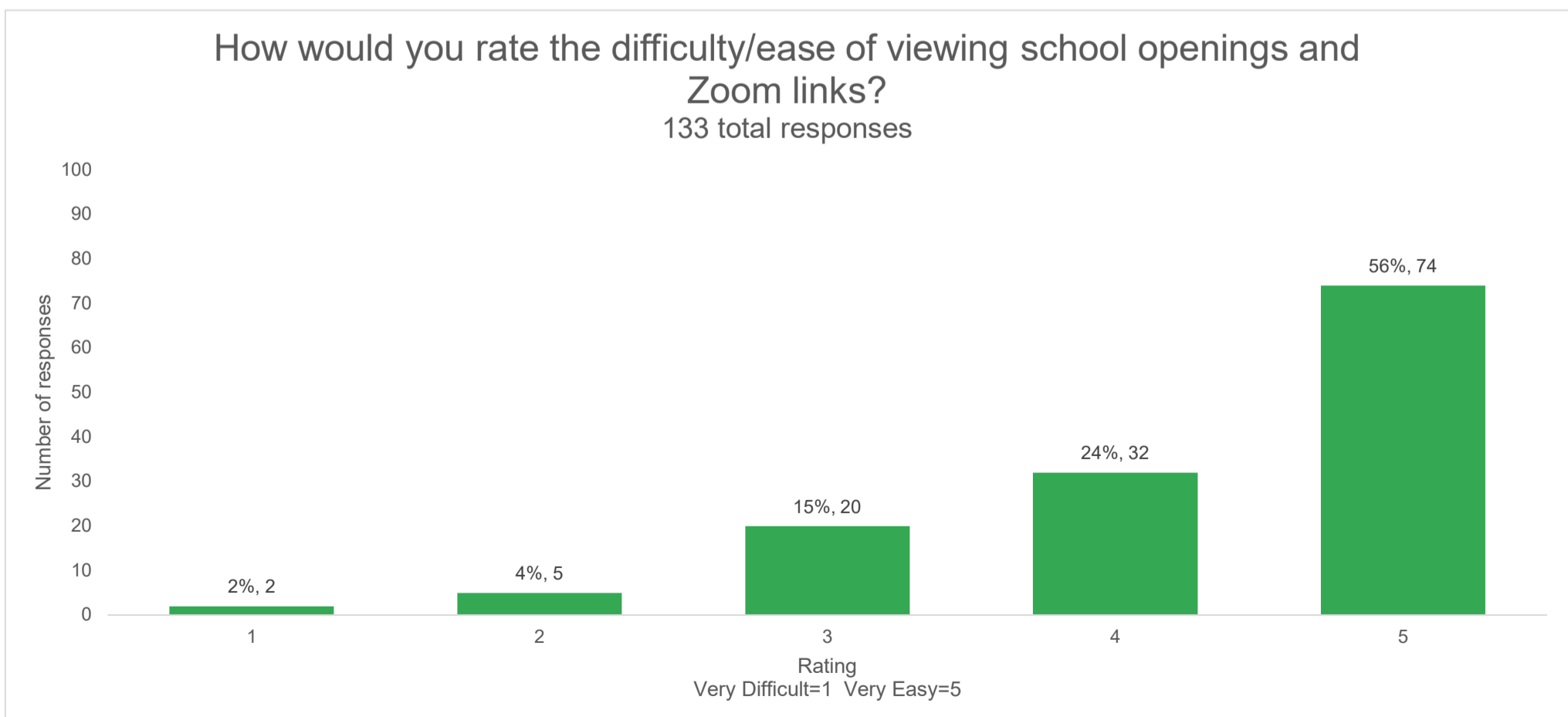
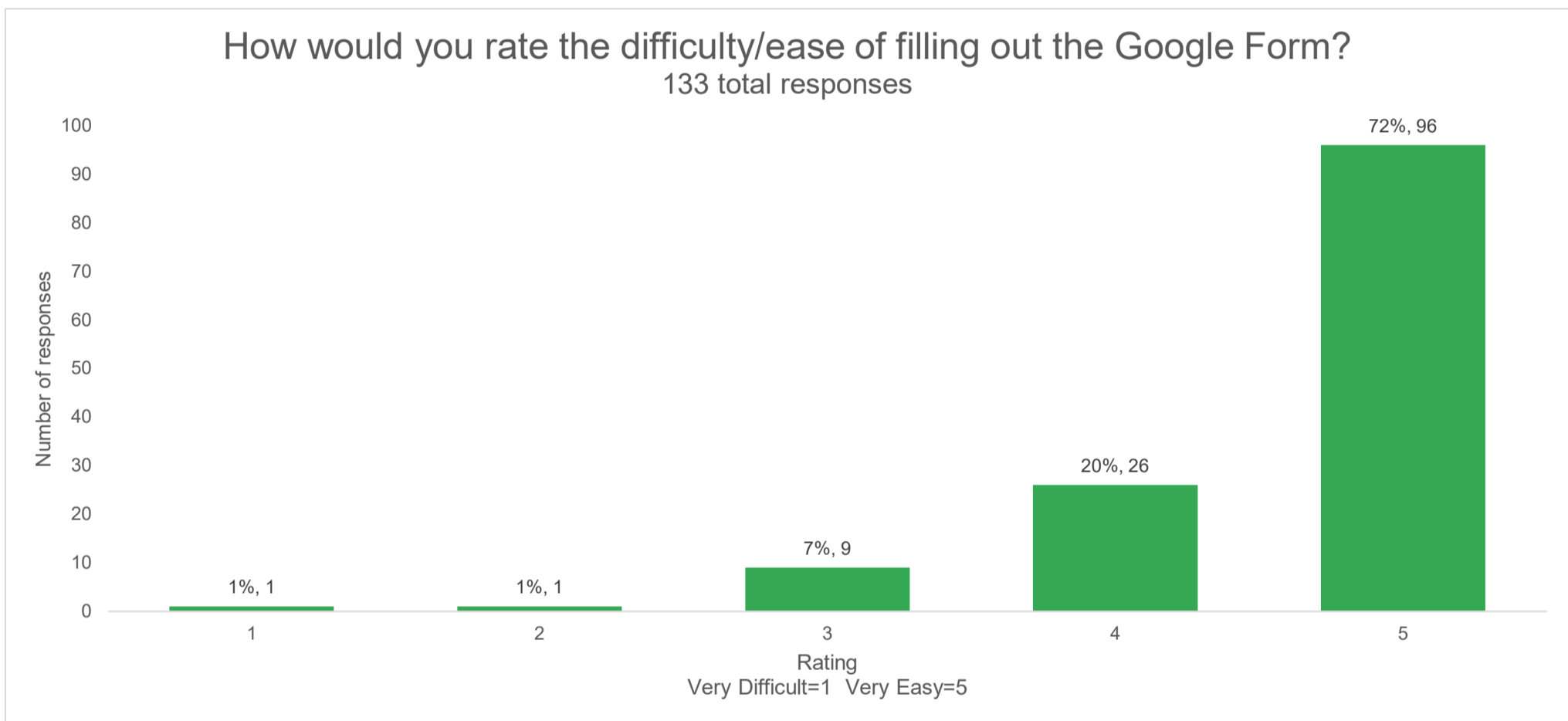
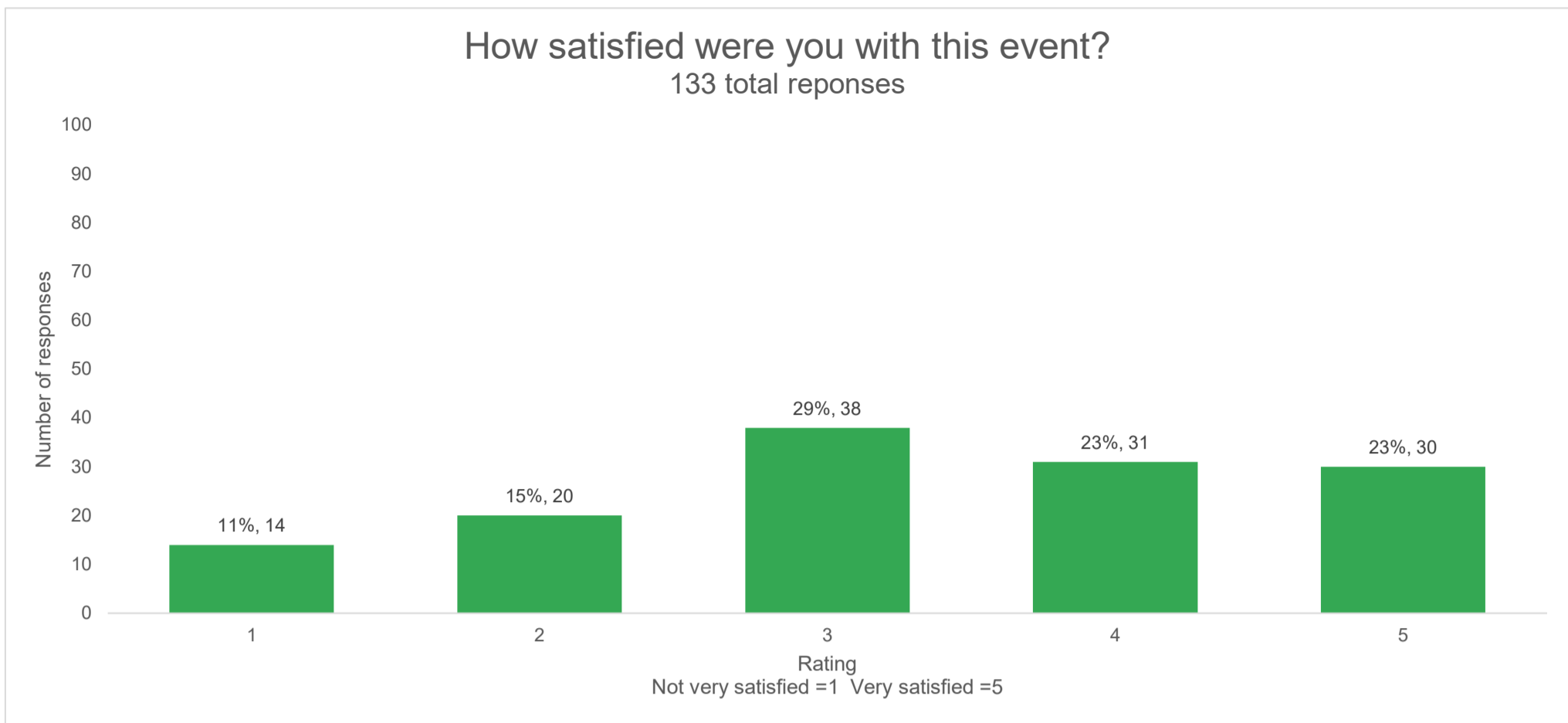
10 total responses from those who contacted principals via email

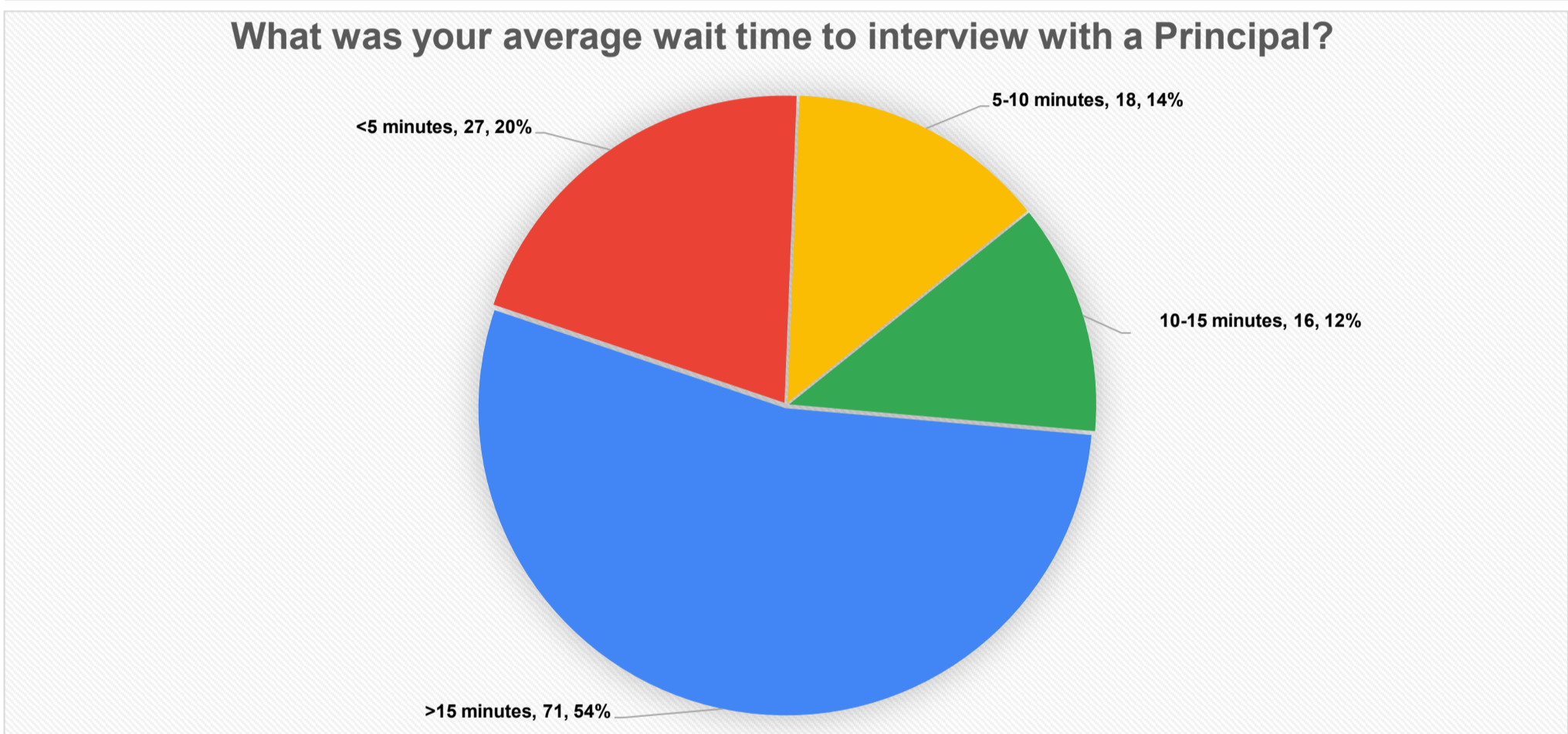
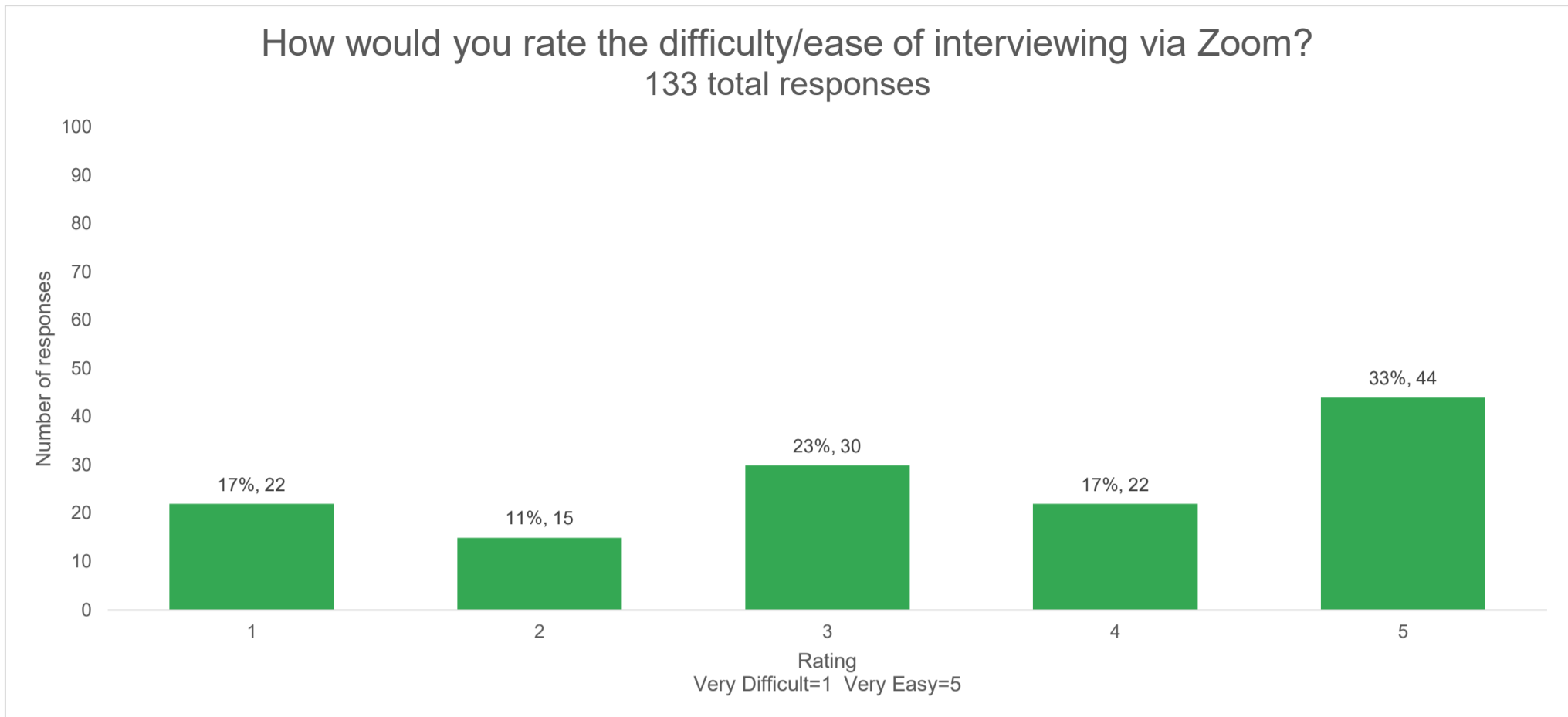




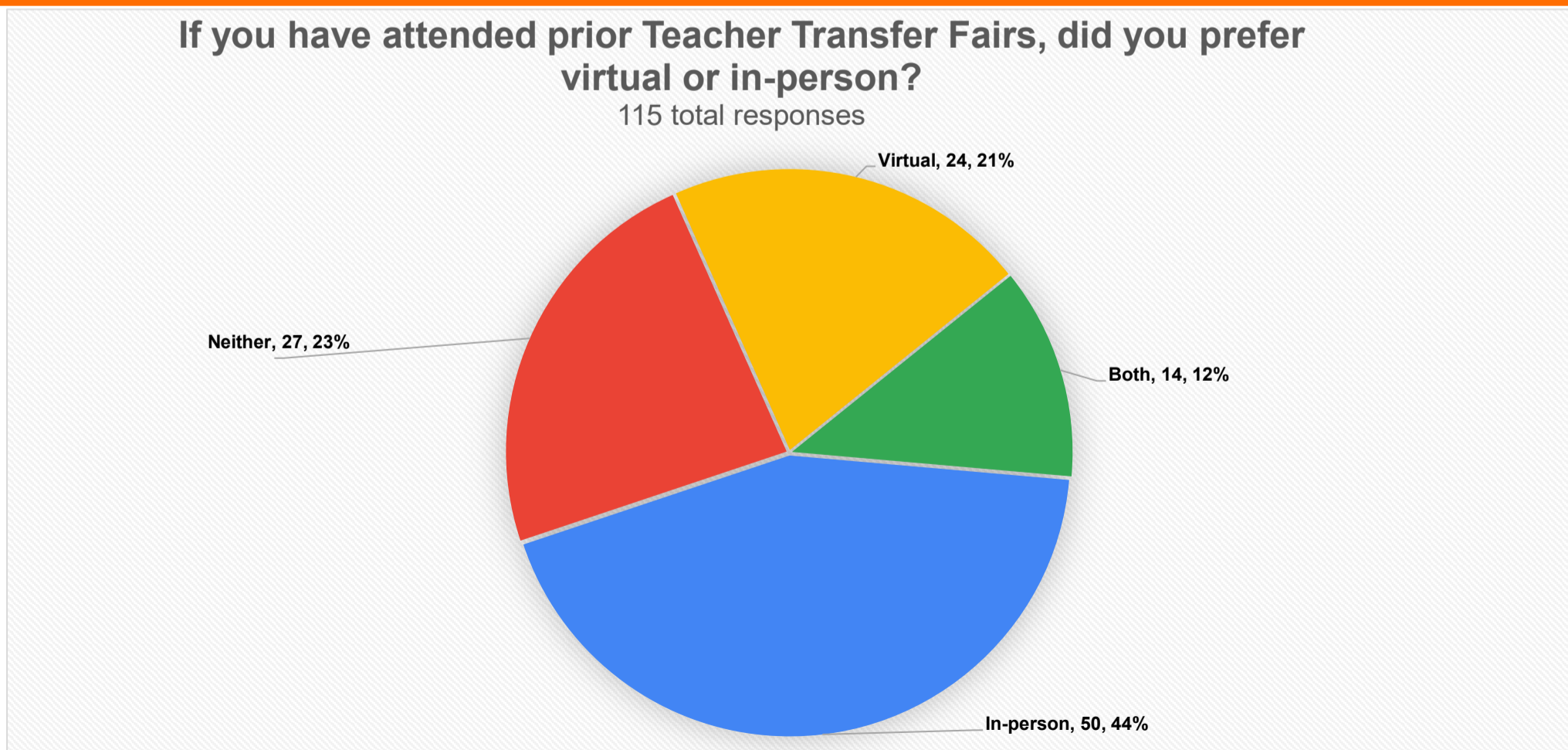
133 total responses from those who attended Zoom interviews on Feb 17th



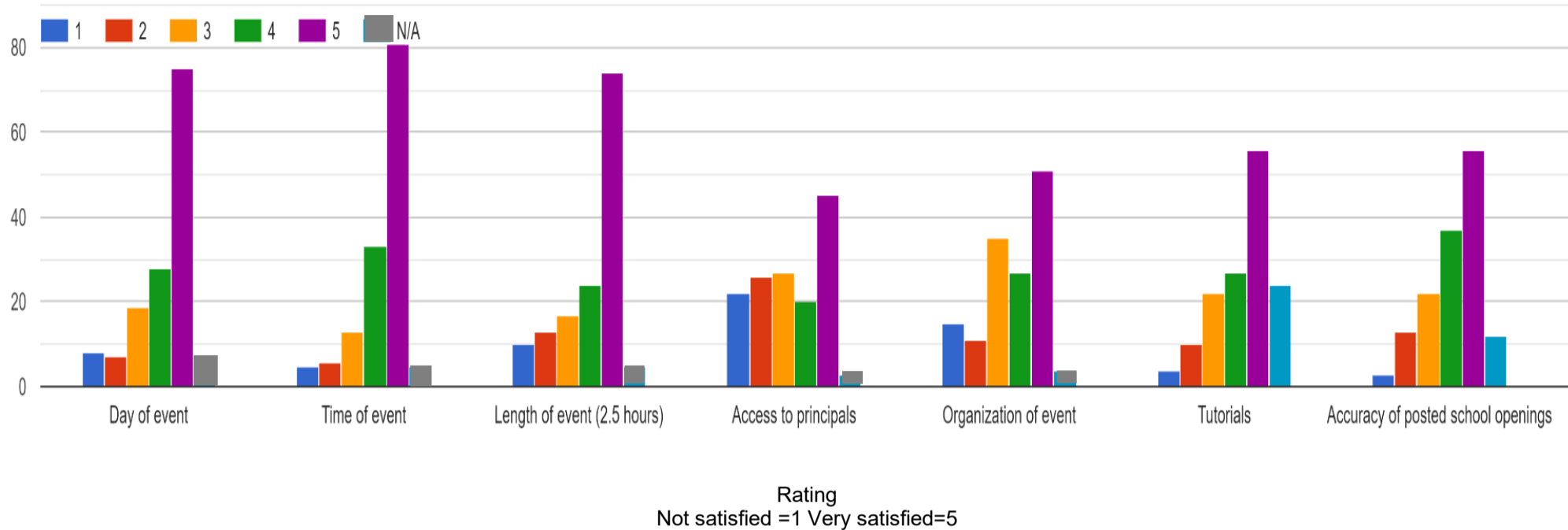




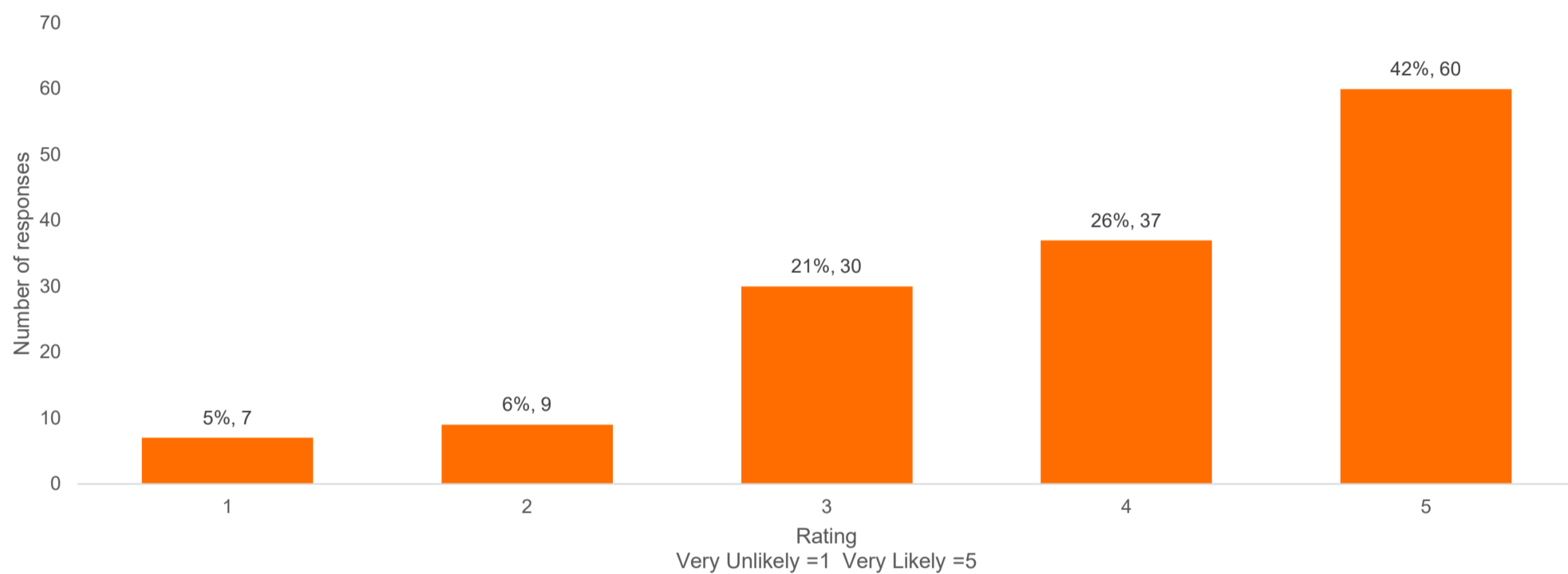
Teacher Transfer Fair Preferences



How satisfied were you with the following event details?
115 total responses



How likely are you to recommend the teacher transfer fair to your JSD colleagues in the future?
143 total responses



Wait Time Feedback

1 hour and 15 minutes

15 min, 5 min, 15 min, 60 min (2nd comp. Apparently the link was bad and they changed it but I waited on the google sheet link I started the event with), 15 min and time ran out.

45 minutes

50 minutes

A lot of school just had you sitting in the wait room with no idea of how long you would be waiting for. This was very frustrating. I appreciated schools that sent comments into the wait room with a time estimate or with your name and what time you would be interviewed so that I could try other schools while waiting

About 45 minutes

Being in the waiting room for over 40 minutes without being able to talk to the host was a bit of a pain. Maybe have an email address to know whom to contact in the google drive next time, just in case?

For most schools I had to wait 20 or more minutes. One school secretary told me that she would keep my same place in line and to log back at a certain time if I wanted to visit other schools. I thought this was a great way to interview with all the schools that were on my list.

For most schools, I waited 30 minutes to an hour to be interviewed. A lot of the schools were great in letting me know how many people were ahead of me and what the wait time was going to be, but some schools didn't do that and I was just waiting for a very long time. I had to have 2 devices open for the meetings so I could meet with all the schools I wanted to and even then, some people told me to email instead since the wait time was over an hour and a half.

For two schools, I had a wait time of 5-10 minutes, for the third school I interviewed with, I waited around an hour.

I believe the schools were doing the best they could but the wait time seemed too long ~ I attended in person last year and the wait times were probably just as long but you could visit with people while you waited so it didn't seem as painful.

I emailed my resume to principals that I could not get with during the transfer fair ~ that seemed to be a better options, as the principals have each gotten back to me.

I entered the waiting room for the school I was most interested in five minutes before the fair started. I only had about a 5 minute wait, but I'm not sure how that even happened because at least 5 other people were moved into the grade level breakout room before me. As soon as I was moved to the breakout room I was pulled up before the other people. The other two schools I was interested in both had wait times of over an hour. The second school wasn't able to accommodate me because interviews went long and the night was over before they got to my name. I was instructed just to send that principal an email.

I got on when the event started and had 3 devices going at one point. I waited for over an hour to get my first interview.

I had one short interview with a school I am interested in, but doesn't have openings, so the wait was not long. Then, I waited for over 30 minutes with two different principals. As I waited, I started getting kicked out of meetings. I would try to get back in and it would let me be there for a minute or so, and then I would get kicked out again. One admin asst. did try and apologize for the wait time, and said to enter in the chat what grade we were interested in, but the chat was disabled and there was no way to let her know.

I had to wait around 30 minutes for each of the two interviews and then there wasn't much time left for any more.

I knew that it would be several interviewing for Village 8 so I made sure I was on Zoom right at 4:00. I got in fine, there were quite a few people wanting to interview. I was wanting to interview for 2 different grades. I was put into the first break-out to interview and when I was finished, I went back into the waiting room and was told that I would need to log out and then log back in so I could interview with the other grade. By time I logged out and logged back in, I sat in the waiting room from 4:30 until about 6:00 until I was let back in to interview again. It was awful! I logged out and back in, I emailed the principal and texted the team leader. I did finally get back in. It wouldn't have been as bad but, I could join any other zoom at other schools while waiting to get back in without being logged out. I did finally log in on my computer and waited while also logging in on my cell phone so I could apply at other schools.

I loved how Herriman Elementary ran their Interviews. When I clicked on the link I was immediately added to the Zoom Session. They had their school coach in the Zoom session keeping track of the order that you came in and made sure that she had our resumes ready to hand to the principal. Then when it was our time to interview we were moved to a break out room to talk to the principal. This was great because I felt acknowledged and that they knew I was there.

I loved the zoom! The two schools I looked at was more of an informal meet and greet rather than an interview. I liked not having so many people around and the noise level was fantastic.

I spent 40+ minutes in most waiting rooms for Zoom. Very frustrating to waste so much time rather than being able to talk to principals.

I spent a lot of time waiting for 2 schools, but was able to get to all 3 I wanted so I was okay with the wait time.

I waited 1 hour 20 minutes for one school.

i waited 45 minutes. This was for a new school. I think it might be better to have appointment times for new schools that are hiring a lot of people. I ended up only being able to meet with a team leader from a grade that I wasn't applying for.

I waited 55 minutes to interview with one principal

I waited an hour for one, over an hour for the 2nd, and lucked out with a 10 minute wait at the end (school only have 1 position). 2.5 hours for 3 interviews seems extensive. I think the schools that know they have more positions available should consider involving the VP in the interviewing process--splitting up who interviews for which grade level. Because of the demand, I was limited to a few minutes for the interviews, which is not near enough time to adequately inform about your abilities and came across as almost a hindrance in the process.

I waited an hour to get into my first interview and I was on right at 4 p.m., This did not leave time for other interviews. So basically, I interviewed for one job.

I waited around 15 minutes, was allowed in with the VP, but waited another 5 at least for the principal.

I waited between 30-60 minutes to talk to a principal.

I waited for over 30 minutes for some of the schools! I wish they had told us the wait time in the waiting room so we could have decided to come back or not.

I waited for over an hour and I never got to speak with a principal.

I waited for over an hour in a waiting room with no response from anyone. I didn't even know if I was ever going to get in or how long I was going to wait. After waiting for over an hour all of sudden I was in the interview. I felt very frustrated at that point and knew that the chances of interviewing elsewhere were not very possible since it was nearly 5:30 when I was finished. I was able to get to visit with two other principals who only had one position each at their school. I also felt that it was a HUGE waste of time since I didn't feel like I could do hardly anything while waiting. I would like to give a big shout out to Silvercrest Elementary because they were very efficient and kept me updated on where I was in line and what the chances were that I would be able to interview with them (which I didn't have the chance because I was still number 10 on the waitlist at 6:15). At which time (6:15) I gave in to the time and went home. Very frustrating overall. I wish we would have been able to do in person where we could actually see how long the lines were at each school.

I waited for the new school Village 8 for over 45 minutes. I also watched others that came after me in the zoom waiting room go before me for interviews. At least four went before me when I was first asked what grade level I wanted to interview with. These other teachers wanted the same grade level as me. I did nicely ask if I had been forgotten and was told that she (Tina, administrative assistant) knew I was waiting. Also, over all, you could only go into and wait for one Zoom as a time. From 4pm to 6:45 pm. I waited. I only got to talk to one school and did not get into to talk to the new school, Village 8. This was not a good experience for me at all.

I waited one hour for one school and was given return times for 2 other schools. One wasn't until 7 PM and one when I returned at the scheduled time they had run out of time. I was told just to email the principal. I spent all night in waiting rooms and was only able to talk to 2 principals.

I waited over an hour for an interview and ended up only being able to do one interview due to the wait times. I was in the zoom right at 4pm and still waited for awhile. I think it was very unorganized and a sign up sheet for times would have been much more effective.

I was "removed" from the waiting room by the principal and could not get back into the zoom due to being previously removed.

I was fourth in line for my interview and waited about 25 minutes. It was nice that Admin updated us as to what our wait time would be and who was next for the interview.

I was only able to get an interview with 4 schools. It was nerve-racking, I was already worried about looking professional but to have to wait so long was extra upsetting. I waited 15 to 30 minutes

I was only able to get into one interview on the 17th. Thankfully principals reached out afterwards and I was able to have more interviews the following day. I feel that it may have been better to have had the virtual transfer fair on a Friday instead and allow teachers and principals the entire day to do interviews.

I was only able to meet with 2 principals by 6pm. The wait times were very long.

I was only able to meet with 2 schools between 4:00-6:30. I spent the majority of that time waiting in waiting rooms. Some I had to end up leaving to try to meet with another school. One was completely booked until 7:00pm. Very few schools posted their wait times. I did like the schools that provided an update on wait times while I was in their waiting room. That was very helpful and nice of them to do.

I was only able to meet with 2 schools. Each school I had to wait between 45-60 minutes.

I was only able to visit with two schools even though I got on before 4 o'clock because the wait times were over an hour. I am curious why we couldn't sign up for interviews like we do parent teacher conferences.

I was really frustrated to the waiting time of the event. Since this was held over zoom, I would have appreciated to have it on a 2 day event. I felt that the principals were too rushed in trying to meet with principals. I only had time to answer a couple of questions and not real time to talk with them or ask questions. Also, I have had no feedback on any of the positions. I do understand that some of the positions are not really available at the time of the fair, however; the instructional coaches (I do

I was waiting in rooms anywhere from 20 to 45 minutes. I didn't know what number in line I was so I had no idea how long I'd be waiting. No one used the "wait time" section in the excel spreadsheet.

It took about an hour before I was interviewed but it was fine. They host kept us aware of who was next and was very kind in comments about patience and please to hold on etc.

it was 45 minutes to an hour. One school I never did get in and waited 45 minutes. I loved when the assistant principal would write down your name and tell you a time to come back, that worked well. I also like that the team leaders were allowed to interview, that made things go MUCH faster than just 1 principal.

It was easiest when someone was in the waiting room and assigned approximate times for an interview, so you didn't have to just wait. Overall, I thought it was well done.

It was VERY awkward waiting with a huge group of others, with no explanation beforehand how it would go. The principal and secretary were SUPER patient and kind and did their best to explain, but they were so overwhelmed with people and with the process being so new that you could tell they were doing their best. You could also hear what was going on there, which was just again, awkward.

My biggest worry was that I was going to run out of time to interview with the different locations I had chosen

Once I got into a Zoom Meeting the wait time was 15 minutes. However, when I was in the Zoom Meeting for the New Elementary I got kicked out and then I tried 3 times to get back in. The message said waiting for host to have you enter the room. I waited for 15 minutes. I couldn't get in. I two more times each for 15 minutes of waiting. I was never able to get back into the room to interview for the new elementary. One interview I waiting over 45 min. This didn't allow much time to get in but 4 - 5 more Really long in waiting rooms, and no idea where I was in line

Since I was at home I just worked on planning and grading while I waited. Since I only went to the new school and the virtual school - both very busy because of the number of positions open, I felt it went fairly well.

Since you could only be in line for one interview at a time, you were kind of at the mercy of the interviewers. Not every school had someone to monitor a "waiting room". I waited almost 50 minutes with nothing but the "Please wait, the administer will admit you shortly..."

The district should have surveyed parents before the transfer fair so that they had a better idea about numbers for next year. They also should have allowed people to sign up for time slots to interview. The wait times were very long.

The first school I interviewed with was about a 40 minute wait. The second one was about 15 minutes.

The wait time was entirely too long. Some principals or other individuals representing the school talked to me for 10 minutes or so (which was perfect) and others talked for 30 minutes (which was too long for everyone else waiting). I know you can't anticipate everything, but I think having people sign up for time slots of 10-15 minutes per interview would have really helped with the wait time. I only got to do 2 interviews because the wait times were like an hour+.

The wait time was pretty ridiculous. I waited for about 1 hour and 20 minutes for one school and 45 minutes for another school. I spent the entire time that the fair was going on waiting for an interview. In the future, I would suggest sending out the list of available positions at the various schools a day or so prior to the fair, then having principals schedule Zoom interviews in 5-10 minute intervals where teachers can sign up. This would give teachers the opportunity to interview with more schools and spend less time in waiting rooms. It would also help the principals to be able to have resumes up and ready to go instead of having to find each individual's resume during the interview. I would also suggest possibly having 2 Zoom links for new schools and have the principal and vice principal (if they have been selected) do interviews. This would help with the wait time of teachers trying to get an interview.

The wait was ridiculous. I was only able to do one interview the entire time. There was no way of knowing how long you would be in a waiting room or if it was worth it to wait. I finally ended up emailing the principals I was interested in interviewing with. I heard back from less than half of them.

There needs to be time slots or something that principals follow. I was 3rd in line and the two before me, it took an hour for one school. So ridiculous.

There should have been assigned times, the first one I waited 45 minutes-but was afraid to leave and come back because I figured I'd be even further down the list. This made it impossible to get to all the openings I was interested in.

There was only 1 or 2 schools that clearly made appointments or gave updates at all on wait times. Everyone else was just a guessing game. Some that did make comments in the group chat had either disabled or did not realize that participants in the waiting room could not chat back. I emailed a number of principals that I wasn't able to get through to and have yet to hear from one of them. I don't understand why time slots were not assigned and posted so that teachers didn't feel so stressed about wait times.

There was only one school that advised approximate time of interview and followed up with updates. I waited for over two hours for another school interview. You couldn't be in two waiting rooms at the same time unless you had multiple computers; therefore it was not an efficient way to do the interviews... in my opinion. There were times I was in the pre-waiting room for 45 minutes. It was a very exhausting experience and did not feel worth it. I decided to send my resume on to different principals. I have colleagues that waited over an hour to talk to 1 school. I myself was only able to talk to 4 schools and spent 3 hours on zoom. Since I live far, I spent almost 12 hours at my school.

The school that did the best with this new system was ridge view elementary. When I logged in, they sent me a scheduled time to talk with me. I felt like my time was very much so valued there.

If this is meant to be the new system, they need to have a sign up in Google Sheets, so then everyone's time feels valued. It really does need to be changed. There were a lot of teachers beyond frustrated with this experience.

There were way too many people trying to interview for too few positions and schools. In the future, it would be good to have a k-3 interview day and a 4-6 interview day. This would cut down on the wait time. Also, 30 minutes before the job fair is not sufficient time to allow teachers to see what's available. It would have been much more helpful and considerate to send this out a day or two early so teachers can have the time to look at the schools, figure out their locations, and decide who they'd like to interview with. I personally like the idea of doing the job fair online and hope it continues in the future, but it needs to be better managed.

With the limited time frame and not being able to have multiple zoom links open, it was very difficult to sit and wait. I was able to have two screens working at one time, but I still had to wait more than an hour before finally getting to have my first interview.

Additional Feedback

It was hard to see who was available or not to speak with. At the in-person transfer fair you can see who is available to talk with. You can also go somewhere else while waiting for the principal to finish.

A sign-up sheet given out a few days before would be helpful.

At Midas Creek, teachers were informed of their new placement for the 21-22 school year 15 minutes prior to the transfer fair and were told "I'm telling you before the transfer fair so if you aren't happy with your new position you can attend" It made sure that a lot of teachers were not prepared mentally or emotionally for an interview let alone have their resume up to date and be ready to attend the fair. It has caused A LOT of contention at our school and has really tanked an already low morale.

Considering the wait time, it might be nice to know sooner which positions are going to be posted (maybe that morning, or the night before, instead of an hour before).

Doing it virtually is okay, but the way it was done wasn't very efficient for people to meet with the principals they needed to. I think maybe having the teacher fair over a few days, if online, and only having certain schools open for interviews on each day would make it easier to meet with everyone you want to.

I am upset that we didn't get to see openings unless we submitted an application. Why is this a big secret?

I didn't realized I hadn't submitted my google form correctly so I was panicking at 4 when I didn't get the links. I wish the links could have been given earlier or something to let you know they were coming so 4 the day of isn't working so stressful.

I didn't get any notice from my principal in advance. I was scrambling to submit my videos. I didn't see listings posted until going to the virtual fair. Maybe it was just me. I don't think it worked well virtually and I think there should be an in person option as well.

I feel like I really wanted to communicate with principals at certain schools (online and new Daybreak school) and they did answer my emails to get in contact and interviewed with me on Thursday and Friday last week, but then I feel that many things were already decided with candidates that they met with on Wednesday so I really had no chance.

I feel like that time could have been longer. I spent a lot of time waiting. Maybe divide the days up to reduce wait time. For example K-2, 3-6, special ed and coaches, etc. Thanks for doing it!

I feel that the Transfer Fair was a very confusing event. The list of jobs available to interview wasn't given to us until minutes before the transfer fair started. This made it impossible to determine which schools we wanted to try first, and created an extremely tense environment trying to get into the zoom waiting rooms for the schools we wanted. That late notice was horrible, and very unprofessional in my opinion. I didn't find the information that came in the email easy to understand--especially considering the short amount of time we had to read it before the interviews started. To have such little time to look up the school and click on the link and then try to figure out what was going on in each zoom meeting was crazy. I don't understand why we couldn't have received the list days before the fair, sign up for an appointment time with the school and position we wanted, and then have an organized proceeding on the night of the fair. We do it for parent teacher conferences twice a year. It just doesn't make sense to have such a frenzied atmosphere around something that is so important. It seemed crazy on both sides--the interviewees and the interviewers.

I like virtual because of travel and time. Most things can be done virtually.

I never spoke to a principal. I waited 45 minutes, and spoke to a team leader in a grade I'm not interested in teaching.

I only visited principals who had little to no wait. I did not like getting into a waiting room to see that there were lots of people in it, so I left. I feel like I missed out on some networking opportunities with principals and colleagues. I didn't want to just say hi to a principal I didn't know on zoom - I felt like I'd be taking up a spot if someone really wanted to talk to them. In person I can just ask the principal about their school and see if others are waiting for me to get done. There is just something about being face to face - even with a mask.

I submitted the google form and my resume and video. I never got a link to the transfer fair information. I luckily found an old link to find the list of openings and such and contacted the principals directly. Only one has contacted me. So I am unsure if they even received access to my resume and video. I had a difficult time that day finding the right person to contact for help.

I think it worked as well as it could.

I think the one thing I missed from the in person transfer fair was the ability to glance and see how long the wait might be. Then I might be able to make better decisions about which schools to visit.

I think the principals should contact everyone they interview.

I think the transfer fair was too early because many administrators didn't seem sure about what FTE they would have and what enrollment looked like. The few that I interviewed with weren't sure what their 'board' would end up looking like. Hopefully it was a benefit to get my name and face in front of them so when they do know what is available, they remember me and will consider me for the position.

I understand this was the first time doing a virtual transfer fair, so I feel it's fair to give the benefit of the doubt to all involved. I think everyone was trying their best, and that's what we are all doing this year! This is a stressful, hard year already and this was just one more thing on everybody's plate. Thanks for everything!

I understand this year is different than other years, but when you freak out almost every teacher in the district by telling them they need to go to the job fair because the school is going to have to RIS, you get 100's of teachers trying to interview for a handful of jobs. It just seems counterproductive to me. There's got to be a better way. And this isn't a criticism for holding the job fair online. I really like that part. It would have been just as frustrating, if not more so, had it been done in person.

I wanted to see available positions at least a week before the fair. I need more than an hour to think about where I want to interview.

I was not able to speak with any principals due to the zoom waiting room wait time.

I would have appreciated the information about school openings before 3 p.m. on the day of the event. This put a lot of pressure on time while giving very little planning and preparation to look at schools and know a little more about them, helping me to feel more prepared.

I would not recommend the transfer fair if it is virtual again. It should have been done in sections based off last names. I think teachers would have gotten more out of it that way.

I would recommend it more if it was in person.

If it's virtual again, maybe have multiple days and sign ups so no one's time is wasted.

In person I am always able to talk to everyone I would like to in about one hour. Virtually, I wasn't able to talk to every school that I wanted to even staying online from 3:45 to 6:30.

In person is the best way to go.

Initially I tried to meet with principals through zoom, but was only able to meet with one of the four I attempted to meet with. I spent most of the night sitting in zoom waiting rooms. Two of the schools sent a message to the waiting room that they were booked for the night. The third one did not send a message or anything during the time I was in the waiting room, but I had to leave because of an appointment I had at home, so I left the waiting room. I contacted three principals by email afterwards and have heard back from two of them so far.

It may help to have NEW school have their own fair outside of the whole transfer fair.

It seems to have been too early in the year. Most schools don't know what openings they will have. So much depends on how many students will be returning to school and that information is cloudy.

It was great- thanks!

It went without a hitch for me

It would be nice if the schools could know what openings they would have beforehand. I have heard that many schools are still figuring out what their needs will be for the next school year.

It would be nice to have a few more interviewers or hold it for 2 nights. Due to my first was a 45 minute wait, didn't allow much time to fit in others.

It would have been helpful to know how long we had to upload our information. While the start date was the 10th, we had until the 17th. But otherwise, really well done!

It's very frustrating to have such a long wait and also, to not know what other possibilities there are at other schools besides the ones posted.

Job descriptions could have been better for some of the positions

Loved online! Plenty of time to attend. Schools needed to stay open later until it was over or time to travel home when late schools do not get to leave till 4

More clarity in the future about WHO interviews would be with IE principals, vice principals, dept. heads, etc.

NA

None

One link didn't work but they got it fixed about 30 min. in.

Please never make it virtual again.

Please send the link the day before the fair.

Prior knowledge of openings and Appointments would have been helpful

Set up pre appointments would be beneficial to time management

Teachers need to know what openings are available so they can plan and prepare before logging in or going to the event. Information on uploading resumes and the zoom link were sent last minute. The district had no respect for teachers' time having them wait in chat rooms for over an hour. I uploaded a video, but when it was brought up, nobody had viewed it. Zoom interviews have great potential, but it was not utilized well this time.

Teachers were afraid to go because they didn't want their principal to see their name on the interested list.

Thank you!

Thank you!

Thank you! The transfer fair was easy to access and navigate!

Thanks!

The HR team and Mark are A-MAZING!

The interviews I had were great and were easy to access getting to the Zoom links, but the wait time was what made me rate the transfer fair lower.

the opening of the google sheet with all the links to the principals was very difficult to open since I applied a few days before the event... I had to reapply to get the event sheet to open again :0)

The principal at Midas Creek Elementary waited until after school on the day of the transfer fair to notify teachers about moving grade levels. This gave teachers 10-15 minutes to participate in the transfer fair. Most were unable to attend because of a lack of notice.

The virtual transfer fair was fine this year, but in-person would be preferable in the future. I liked walking around and casually asking questions in a way that felt less like an interview. I wish we had access to the spreadsheet earlier this year so we could prepare for the fair.

There are definite advantages to having the transfer fair virtual--it was easy to navigate, less noisy, and easy to get to multiple places. I do miss meeting people in person, though. Zoom is hard to connect with people through sometimes. There were not a lot of openings in any of the elementary schools.

These answers are hard because I HAVE to recommend the transfer fair if a colleague wants to change schools and although I personally had access to the principal and my wait time wasn't terribly long I've heard from about half a dozen other teachers who attended the fair that weren't able to interview because they were in zoom waiting rooms for so long or who never got the link to the transfer fair, even though they completed the Google form, or who felt the accuracy of the number of teaching jobs was sketchy. But I did like the design of the page listing all the schools. That was well done. Why weren't parents asked about their intentions for next year before the event so the number of positions available would be accurate. I am so sorry if my comments sound critical. I know how much time and effort must have gone into the event.

When logging into the Zoom meeting, I was uncertain who would be answering on the other end. Sometimes it was a secretary and sometimes a principal. It might be easier if you just had everyone use their secretary as the first point of contact. Then I would consistently know what to expect.

Why not do it like Parent Teacher Conferences? We sign up for a specific time on Skyward, and then we know what's open and when we'll be "seen".

Summary

Overall Satisfaction

81% of licensed employees were satisfied with the Virtual Teacher Transfer Fair

· Day of event	85%
· Time of event	89%
· Length of event	80%
· Access to principals	64%
· Organization of event	79%
· Tutorials	73%
· Accuracy of posted school openings	80%

Teacher Transfer Fair Preference

· Virtual	21%
· In Person	44%
· Both	12%

Suggestions/Considerations for next transfer fair

- Have licensed employees select appointment times before transfer fair begins to reduce waiting times
- Wait times were too long at new schools
- Longer time to view school openings prior to the beginning of the fair
- Transfer fair is too early in the year
- "Thank you! The transfer fair was easy to access and navigate!"