



# Notes from the Superintendent

Web site: [www.dickinson.k12.nd.us](http://www.dickinson.k12.nd.us)

May 2012

## Staff Recruitment Almost Completed

I have previously reported on the impact that retirements and resignations are having on the staffing needs of the Dickinson School District. In February information was provided that the school district had received seventeen resignations/retirements from certified personnel representing 415 years of experience in the school district. Since that article was provided in February the number of resignations and retirements has continued to increase. This follow up information is being provided because I have, on various occasions, been asked by community members how the recruitment effort of the school district is progressing.

Currently, twenty-nine individuals in certified positions have submitted their resignations as opposed to the seventeen that were reported in February. The combined total years of experience represented by the individuals in these twenty-nine positions is 585 years. Additionally, five individuals in classified positions have submitted resignations in the past few weeks. The years of experience departing the school district as a result of these five resignations is 96 years. This brings the total years of experience for the individuals in these thirty-four positions to 681 years, or approximately 20 years of experience per person.

This is a significant loss of experience to the school district in one school year and the knowledge and expertise of these individuals will be sorely missed in the school district. I hope if you know one of these individuals, you will thank him/her for the service provided to the children and the Dickinson School District. Two school buildings have been particularly impacted by the loss of experience represented by these resignations. Berg Elementary has experienced a loss of 123 years of experience with its five resignations and Jefferson Elementary is losing an astronomical 224 years of experience due to the eight resignations in this building.

Thankfully, our recruitment effort has been going quite well and the school district currently has eight positions left to fill for the next school year. I would like to publicly thank all of the office assistants in the Central Administration Office for their collaboration in accomplishing this task and the team work they have demonstrated to guarantee the positions are getting filled. It is particularly important to recognize Cyndee Egeness, the Administrative Assistant in Human Resources, for all of the extra work and effort she has exerted to accomplish this task. This recruitment effort has required extra effort beyond previous school years and her diligence in securing qualified and quality applicants to interview has significantly contributed to the success we have currently experienced.

Finally, in February I expressed concern about the impact housing and housing prices may have on our recruitment effort. At this point, the school has been fortunate that of the seven individuals hired from out of town, they all have had a local connection that allows them to secure suitable housing. However, two individuals who were offered positions in the school district were forced to decline the offer due to the current cost of housing in the community. While I am uncertain if we have received all of the resignations that will occur this school year, I am confident, thanks to the efforts of the Central Administration assistants and Assistant Superintendent Reep, the school district will be properly staffed for the upcoming school year.

If you have any questions about this or any other issue in the Dickinson Public Schools, please do not hesitate to contact me at 456-0002 or through email at [douglas.sullivan@dickinson.k12.nd.us](mailto:douglas.sullivan@dickinson.k12.nd.us).

Sincerely,

**Douglas W. Sullivan**  
**Superintendent of Schools**  
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