

# Recruitment and Retention “I Choose Wayne”

*Department of Human Resources*

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*Board Report - August 28, 2017*

# 2017-2018 Employees

1,111 - Classified staff

1,197 - Certified Staff

2,308 - Total

# 2017-18 Staffing

	<b>TOTAL Teaching Staff</b>	<b>Classified Staff</b>
	<b>1197</b>	<b>1111</b>
Female	74%	75%
Male	26%	25%
White	87%	61%
Black	10%	29%
Hispanic		9%
Multi-racial		
Asian		
American Indian/Alaskan		
Hawaiian		

# 2017-18 Staffing Data

## Total # of New Teachers

90

Female	78 (87%)
Male	12 (13%)
White	72 (80%)
Black	11 (12%)
Hispanic	4
Asian	2
Hawaiian	1

# Historical data...

- 2010-11 - 92 hires
- 2011-12 - 140 hires
- 2012-13 - 139 hires
- 2013-14 - 101 hires
- 2014-15 - 115 hires
- 2015-16 - 110 hires
- 2016-17 - 110 hires
- 2017-18 - 90 hires

# Of those who left Wayne...

## **90 teachers have retired or resigned (8%)**

- 26% - Another School District (closer to home, promotion)
- 22% - Retired
- 16% - Moved out of State
- 12% - Stay Home Parent
- 9% - New Positions (THRIVE redesign and program growth)
- 8% - Career Change
- 3% - Job Performance
- 1% - Sabbatical
- 1% - Licensure
- 1% - Deceased
- 1% - Terminated

# 30-Day hold provision

- Indiana law that allows a school district to hold a teacher for 30 days before releasing from contract also had an impact on hiring practices.
- To date we have had to wait to hire eight (8) staff in response to the law.

# Current Staffing Trends

Out of total certified staffing 2017-18...

- 1% - Generation Z (0 - 22 yrs.)
- 44% - Millennials (23 to 37 yrs.)
- 37% - Generation X (38 to 52 yrs.)
- 17% - Boomers (53 to 72 yrs.)
- 1% - Silent (73 to 90 yrs.)



# Millennials

- Make up approximately 50% of the workforce
- Want to be engaged and invested in their work
- Impacted more by work “culture” than paycheck
- Digital natives that value seamless technology
- Passive candidate pool that is flexible and open to new work experiences, thus not “tied” to a job for long periods of time.
- Mission driven but only as it relates to the journey and the outlook.

*Myths, exaggerations and uncomfortable truths; The real story behind Millennials in the workplace*

# Generation Z

- The newest generation to enter the workforce is known as generation Z.
- They are “true digital natives” who have only known the smartphone and social media.
- Their young lives have been exposed to the “war on terror” and the “great recession.”
- This is the most multicultural generation yet, with many more self-identifying as “mixed-race.”

# Generation Z

- This generation is described as
  - Hardworking
  - Anxious
  - Mindful
  - Pragmatic
- Early studies show that generation Z is concerned about sensible careers, pension plans, and long-term planning.

Williams, Alex. Move Over, Millennials, Here Comes Generation Z. The New York Times. Sept. 18, 2015

# What does this mean for us?

- Wayne teaching staff reflects the social thinking associated with aforementioned traits
- Retention of staff directly impacts students and the overall organization
- Intentional efforts to address the needs of teachers will benefit students and the mission of our school district.

# How are teachers introduced to Wayne Township?

- Reputation
- Social Media (Website, Facebook, Twitter)
- University Partnerships (Ball State, IUPUI, University of Indianapolis, Purdue, Indiana University)
- Teacher Recruitment Fairs
- Personal Connections

# How do we vet candidates?

- Teacher Recruitment Fairs
- Application process
- Interview (Personnel Office, Principals, Teams)
- Lesson Demonstration
- Professional References

# How are we meeting needs of changing workforce?

- Recruit early
- Onboarding process
- Interactive, real-time evaluative process
- Continuous learning (GCL, Staff Developers, school-based professional development, District-wide PD day, New-teacher support groups/mentors)
- Leadership (Staff Developers, school leadership, Wayne Teacher Leadership Academy-WTLA, Women's leadership group, Men's leadership group)
- Climate Survey of schools to identify needs
- Competitive Salary

# Current Salary Range

Units	Base Salary
0	\$41,934
18	\$48,090
36	\$54,504
54	\$60,922
72	\$67,344
90	\$75,502
108	\$83,269

Each additional 18 units >108 = \$1,000 to base salary.



# New Legislative Changes

- Negotiations begins September 15 and concludes by November 15
- Discussions can begin earlier
- Teacher Appreciation grant will be based on a dollar amount per student (not sure which students are included in the cohort)

# Why Wayne?

Newly hired teachers report:

- “Wayne has a great reputation of professionalism”
- “Professional development opportunities are incredible”
- Opportunities for hire
- Recommended by current staff
- Diversity of the district

# Progress towards recruitment and retention efforts...

- Redesigned web page to reflect district mission and commitment to hiring a diverse staff
- On-boarding process that streamlined dispersal and retrieval of required new hire documentation.
- Recruitment efforts to strategically include universities that can help fill specific positions, as well as, a more diverse teaching candidate pool

# Progress towards recruitment and retention efforts...

- Winter interviews of student teachers for early spring hire
- Newly formed Committee for recruitment and retention of diverse staff to begin work in November
- Design marketing plan that aptly showcases Wayne student and teacher successes and attracts candidates to district

# Recruitment & Retention of Multicultural Staff Committee

- Participated in collaborative meetings:
  - November 17, 2016
  - February 8, 2017
  - May 16, 2017
- Representatives included teachers, administrators, and classified staff
- Created a work plan to begin implementation during 2017-18 school year

# Committee work continues...

Based on current research and committee work, the following areas were identified to build our plan of action:

- Grow your own program
- Induction/support program
- Special recruitment efforts at colleges
- Retention strategies/mentoring program

# TalentEd - Evaluation Platform

- Teachers interacted with the Wayne Evaluation Rubric on the TalentEd platform.
- Both teachers and administrators reported that it assisted in communication and scheduling of observations.
- Provides a place for teachers to upload relevant documents and evidence of student learning.

# TalentEd...

- Able to eliminate paper and house all documents in one place.
- Report writing is also very useful both at the building and district level.
- Beginning the process of adding all classified evaluations into TalentEd.



# Thank you

Questions?????