Department of Human Resources

Board Report
September 14, 2020

Human Resources Department

Certified

Hiring
Strategic Planning of Dept
Supervise Transportation
Evaluations
Safe Schools Training
Employee Handbook
Board Policy Updates
Complete Various Reports
Retirement Planning
School Board Reports
Chief Negotiator
Terminations
Evaluation Committee
PD for New Administrators
Salary Analysis
Student Teacher Placements

Recruitment Fairs

FMLA

Retention Efforts

Legal Matters

Data Analysis

Classified

Hiring
Adult Education Certifications
FMLA Determinations
Evaluations
Safety Committee
Unemployment Hearings
Evaluations
Complete Various Reports
Terminations
SearchSoft Contact
Annual School Calendar

Transportation

Leadership:

Director of Transportation - Janet Petrisin
Asst. Director for Operations - Marcus Banks
Asst. Director for Routing & Special Services - Martha Allen

Fleet:

I43 Buses
10 Activity Buses
55 Propane Buses
124 Drivers

Three-tier busing schedule: Elementary; High School; Middle School & BDU

2020-2021 Employees
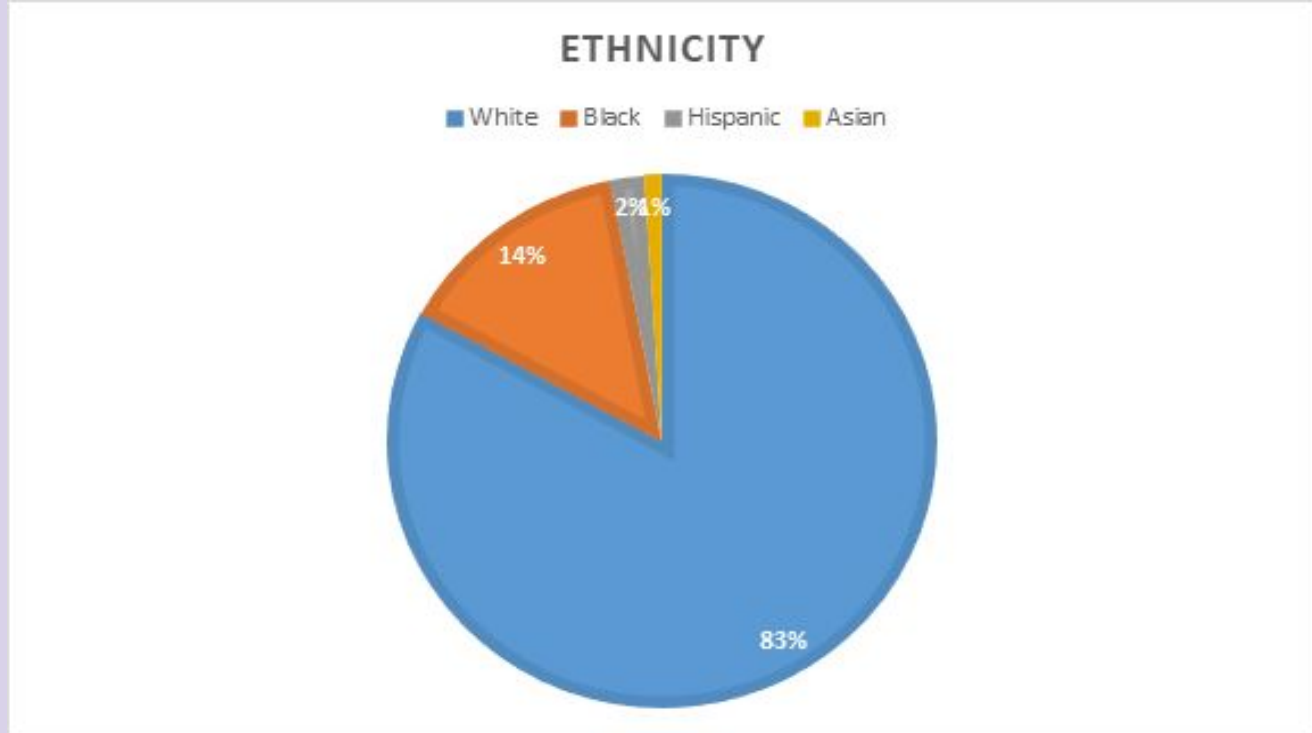
1,061 - Classified staff

1,211 - Certified Staff

2,272 - Total (Sept. 11)

2020-21 Staffing

	Certified Staff	Classified Staff
Female	72%	73%
Male	28%	27%
White	86%	63%
Black	10%	26%
Hispanic	1%	9%
Multiracial		
Asian		
American Indian/Alaskan		
Hawaiian		

2020-21 Staffing Data (new)

ETHNICITY

■ White ■ Black ■ Hispanic ■ Asian

2% 1%

14%

83%

Historical data…Teachers

- 2010-11 - 92 hires (8%)
- 2011-12 - 140 hires (13%)
- 2012-13 - 139 hires (13%)
- 2013-14 - 101 hires (9%)
- 2014-15 - 115 hires (10%)
- 2015-16 - 110 hires (10%)
- 2016-17 - 110 hires (10%)
- 2017-18 - 90 hires (8%)
- 2018-19 - 83 hires (7.5%)
- 2019-20 - 79 hires (6.5%)

2020-21 Teacher Hiring Data

- **98** Teachers left the district (8% turnover rate)
- **98** New teachers hired as of 9/14/2020
- **22** New Positions (18 Wayne@Home; 1 Wayne@Home Administrator; and 3 Special Education)
- **21** Positions yet to fill (including Special Education; Science; Math; Elementary; School Psychologist)
- **20** Positions became open from July 24 thru September 4
- **6** retirements since July 1

Of those who left Wayne...

98 teachers have retired or resigned (8%)

- 28 - Retirement
- 23 - Another School District
- 18 - Career Change
- 14 - Stay Home
- 8 - Relocation
- 3 - Promotion
- 2 - Performance
- 1 - Graduate School
- 1 - Licensing

Classified Openings

As of September 14 there are **47** openings. Most of these are paraprofessional positions followed by bus drivers and custodians.

Current Staffing Trends

Out of total certified staffing 2020-21...

- 2.9% - Generation Z (0 - 23 yrs.)

- 39% - Millennials (24 - 38 yrs.)

- 45% - Generation X (39 - 53 yrs.)

- 13% - Boomers (54 - 73 yrs.)

- .1% - Silent (74 - 90 yrs.)

Sales

Gen Z · Mil · Gen X · Boomers · Silent ·
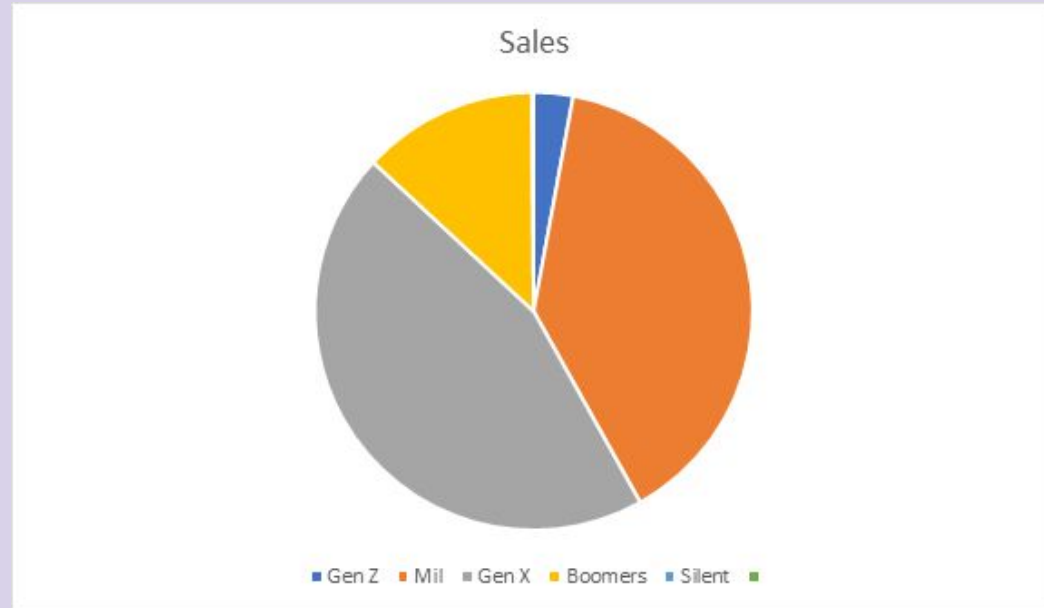
http://www.careerplanner.co
m/Career-Articles/Generations.cfm

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.

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.

Share the Wayne Culture

- It's important to share the Wayne story.

- Our brand serves as the introduction to our school district.

- Employment experience: recruitment, onboarding, benefits & compensation, and retention all become the Wayne experience.

www.payscale.com

Why Wayne?

75% - Opportunity to create significant change in the lives of children

70% - Work culture of district

64% - Demographic makeup of school district

44% - Salary

39% - Professional Development

19% - Benefits

Healthy Culture: The Ultimate Recruitment and Retention Strategy

- "A district needs to have a clear sense of who they are; in knowing what values drive the organization."

Hryciw, K., Perspectives, AASPA, August - October 2019.

The Wayne Culture…

- Open dialogue about compensation and benefits provides transparency and understanding of philosophy.

- Continued professional development and training opportunities is an investment in the individual and the overall organization.

- Fostering a sense of belonging and inclusion perpetuates the Wayne culture.

The Wayne Culture...

- Recruitment continues to be a focus. The District Based Alternative Certification program (DBAC) partnership with IUPUI is a partnership to create an opportunity for classified employees who desire to earn a teaching certification.
- It is an 18-month program.

The Wayne Culture...

- Adult Education Courses, Training, & Certifications

  - Paraprofessionals and Microsoft applications

  - SafeServe and CDL programs are planned for future should there be interest in those career paths

Recruitment

- **Student Teachers - in Wayne Township Schools**
- Teacher Candidate Interview Day (TCID)
- Multicultural Teacher Fair
- Purdue University
- Indiana University
- Indiana State University
- Ball State University
- Butler University

The Culture of Wayne begins day 1...

- Being an employee in Wayne Township is not just a job, but an experience that makes a positive impact in the lives of children.

- The human resources department strives to bring the employment experience in line with the mission, therefore, perpetuating the Great Schools, Great Community culture.

Continuing the Work...

- School Board Policy
- Behavioral Interview Protocol
- Evaluation Tool and Training
- Equity work in recruitment and hiring
- "Human" in Human Resources

School Board Policy

- Basic Commitments
- Annual Notice of Policies
- Timely Updates

Behavioral Interview Protocol

Focuses on a candidate's past experiences by asking candidates to provide specific examples of how they have demonstrated certain behaviors, knowledge, skills and abilities.

Evaluation Tool & Training

- Collaborative group of teachers and administrators will review and revise the Wayne Evaluation Rubric

- Professional development will be provided for teachers and administrators.

Hiring Protocol and Practices

- Recruiting for diversity:
  - Include diverse group of participants in the hiring process
  - Conduct structured interview procedures
  - Give a work sample test
  - Keep diversity goals in the forefront

Harvard Business Review
https://hbr.org/2017/06/7-practical-ways-to-reduce-bias-in-your-hiring-process

Thank You