




# Human Resources Report

September 27, 2021



# 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

## Classified

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

Recruitment Fairs

FMLA

Retention Efforts

Legal Matters

Data Analysis



# Transportation

## **Leadership:**

Director of Transportation - Janet Petrisin

Asst. Director for Operations - Marcus Banks

Asst. Director for Routing & Special Services - Martha Allen

## **Fleet:**

153 Buses

10 Activity Buses

69 Propane Buses

124 Drivers

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

# 2021-22 Employees

1,025 - Classified Staff

1,251- Certified Staff

2,276 - Total (as of September 20, 2021)



# 2021-22 Staffing

	<b>Certified Staff</b>	<b>Classified Staff</b>
Female	73%	74%
Male	27%	26%
White	86%	61%
Black	10%	28%
Hispanic	1%	11%
Multiracial		
Asian		
American Indian/Alaskan		
Hawaiian		

# 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%)
- 2021-22 - 98 hires (8%)



# 2021-22 Teacher Hiring Data

- **128** Teachers left the district (10% turnover rate)
- **20** Positions became open after the 1st day of school
- **92** New Positions (Wayne@Home; SEL Coaches; ENL Teachers; Computer Science Teachers; Reading Interventionists; Welding Teacher, Special Education Preschool Teacher)
- **33** Positions yet to fill (mostly new positions; 7 SPED; 1 Art; 1 Elementary; 1 Language Arts; 1 Business)
- **3** retirements will occur mid-year

# Of those who left Wayne...

## **128 teachers have retired or resigned (10%)**

- 43 - Different School District
- 21 - Retirement
- 19 - Career Change
- 18 - Relocation (state or country)
- 9 - Stay Home
- 7 - Performance
- 6 - Promotion
- 3 - Graduate School
- 2 - Sabbatical



## Classified Openings



As of September 24 there are **68** openings. Most of these are paraprofessional positions followed by child nutrition and bus drivers.





# Current Staffing Trends

Out of total certified staffing  
2021-22...

- 4.9% - Generation Z (7 - 23 yrs.)
- 40% - Millennials (24 - 38 yrs.)
- 43% - Generation X (39 - 53 yrs.)
- 12% - Boomers (54 - 73 yrs.)
- .1% - Silent (74 - 90 yrs.)



<http://www.careerplanner.co>

[m/Career-Articles/Generations.cfm](http://www.careerplanner.co/m/Career-Articles/Generations.cfm)



# Generation X

## Skeptical

- Informal
- Dislike rigid work practices
- Accept diversity
- Multi-task
- Overeducated
- Unpredictable
- Leadership - Everyone's equal, ask why

# 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

- 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.

# Who is coming?

- Generation Alpha - Born 2010 - 2025 (children of Millennials)
- Expected to be the most transformative generation yet.



# 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.



## Why Wayne?

**85%** - Opportunity to create significant change in the lives of children

**79%** - Work culture of district

**48%** - Demographic makeup of school district

**41%** - Professional Development

**37%** - Salary

**20%** - 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...

We Are Wayne Teacher Experience

# The Wayne Culture...

- Targeted recruitment in the areas of child nutrition and bus drivers yielded additional hires in these critical areas.
- Recruitment of substitute teachers remains a focus - [upcoming event](#)



# 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.

# Continuing the Work...

- Behavioral Interview Protocol
- Evaluation Tool and Training
- Equity work in recruitment and hiring



# Evaluation Tool & Training

- Collaborative group of teachers and administrators have been reviewing and revising the Wayne Teacher Effectiveness Rubric

# Evaluation Tool and Training

What we learned from our work:

- Though the tool is reviewed and has been tweaked annually, it has not had a significant revision since 2012 when it was developed.
- While the domains are still relevant and important, the competencies should better reflect the teaching and learning occurring in our classrooms.
- The committee also came to know that the work of the evaluation committee overlaps with work of CIA and the overall evaluation process
- Professional development will be provided for teachers and administrators.



# We are Wayne...

## Staff Recognition

Thank you