



# ~~MISSION: IMPOSSIBLE~~

Human Resources Report  
September 26, 2022

# 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 (14 more for 2022-23)

124 Drivers

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



Driver openings have offered some challenges including:

- Fuller buses (13 Driver Openings)
- Later Routes

Opportunities include:

- Improved communication tools (ParentSquare).
- Continued use of "Here Comes the Bus."
- Internet on access on buses to aid students in studying

# 2022-23 Employees

1,247 - Classified Staff

1,250- Certified Staff

2,497 - Total (as of September 20, 2022)

# 2022-23 Staffing

	<b>Certified Staff</b>	<b>Classified Staff</b>
Female	73%	70%
Male	27%	30%
White	83%	60%
Black	12%	29%
Hispanic	2%	10%
Multiracial	2%	
Asian	1%	1%

# 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%)
- 2022-23 - 114 hires (9%)

# 2022-23 Teacher Hiring Data

- **158** Total certified openings (12% of staffing)
- **92** New Positions (Wayne@Home; SEL Coaches; ENL Teachers; Computer Science Teachers; Reading Interventionists were added during the 2021-22 school year)
- **44** Positions yet to fill (2 kindergarten; 3 science; 1 Business; 1 PLTW; 8 ENL; 11 Special Ed)
- **Turnover continues...**2 resignations last week



# Of those who left Wayne...

**158 teachers have retired or resigned (12%)**

- 55 - Different School District
- 29 - Career Change
- 24 - Retirement
- 23 - Relocation (state or country)
- 12 - Stay Home
- 8 - Performance
- 5 - Promotion
- 2 - Graduate School

# Classified Openings

As of September 23 there are **42** openings. Most of these are paraprofessional and bus driver positions followed by child nutrition staff.



# What does this mean for us?

- Recruitment and Retention is a focus at all times.
- Continued evaluation of staffing trends.
- Flexibility to shift to meet staffing needs and, more importantly, anticipate and plan for possible changes in staffing.

# What have we come to know?



School CEO is a marketing company that researches trends in education and behaviors of school staff. Most recently they have focused on employment behaviors of teachers.

# The Research Sample

There are approximately 1.2 million nationwide millennial teachers and over 1,000 teachers volunteered to participate in this extensive research study in 2019.

SchoolCEO, spring 2019

# How did you find out about your first job in your current district?

- 36% - Someone who works in the district
- 25% - District Website
- 25% - Online Job Board
- 16% - Student Teaching Program

# #WeAreWayne



Positive work experiences for our current staff is our biggest recruitment effort.

# #WeAre Wayne



Not only is the district website continually examined for improvements, but the Human Resources site is evolving to become a place where a prospective employee can imagine working here.



# #WeAreWayne



# #WeAre Wayne



- The Wayne Online job board is used, as well as, the state's job board.
- Increased use of additional sites including *Indeed* have been key in recruitment.
- We continue our student teaching collaborations with area Universities.

# How do you research potential employers?

- 81% - Review School District Website (44% from smartphone)
- 57% - Google and other Search Engines
- 56% - Reach out to Current and Former Employees
- 46% - Online search of the town, community, & location
- 22% - Social Media Accounts (low usage of social media by school districts)

# #WeAre Wayne



- The opportunity to become a bigger presence on digital media will allow us to have a greater reach in recruitment.
- A specific career page has potential to move us forward.

# What factors are very important in determining where you teach?

- 72% - School Culture
- 64% - Location
- 47% - School Leadership
- 40% - Flexibility in Curriculum & Teaching

# Why Wayne? (as reported by New Teachers)



- **80%** - Opportunity to create significant change in the lives of children
- **76%** - Work culture of district
- **54%** - Salary
- **51%** - Demographic makeup of school district
- **33%** - Professional Development
- **22%** - Benefits
- **7%** - Size of District

# 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 among staff and administration fosters understanding and focus on district and school goals.
- 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.



# How do we continue to meet staffing needs?

- Declining enrollment in teacher preparation programs
- Career changes
- Burnout

# #WeAre Wayne



- Grow your Own
  - Wayne Students & Staff
- Creative hiring practices that bring second career folks and those with related degrees into the classroom.
- Utilization of Achieve Virtual

Thank you