

## Human Resources Report

October 23, 2023



## 2023-24 Employees

- 1,174 Classified Staff
- 1038 Certified Staff
- 2,212 Total (as of September 15, 2023)

## **2023–24 Staffing**

	Certified Staff	Classified Staff
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%)

2023-24 - 184 hires (12%)

### Of those who left Wayne in spring 2023

- 44 Different School District
- 40 Career Change
- 21 Relocation (state or country)
  - 19 Stay Home
  - 16 Retirement
  - 11- Performance
  - 5 Promotion
  - 1 Sabbatical

### 2023-24 Teacher Hiring Data

- As of October 23 there are 56 openings.
   Positions include:
  - 14 ESSR positions (SEL, ENL, Reading Specialists)
  - 12 SPED including DHH & SLPs
  - Elementary
  - Math & Language Arts
  - o ENL



## **Classified Openings**

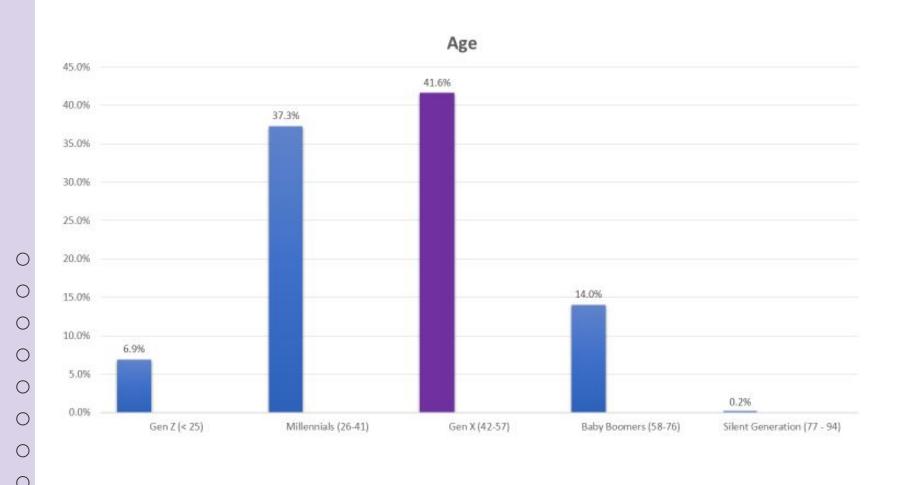
As of October 23 there are **52** openings. Most of these are paraprofessional and bus driver positions followed by child nutrition staff and permanent building subs.

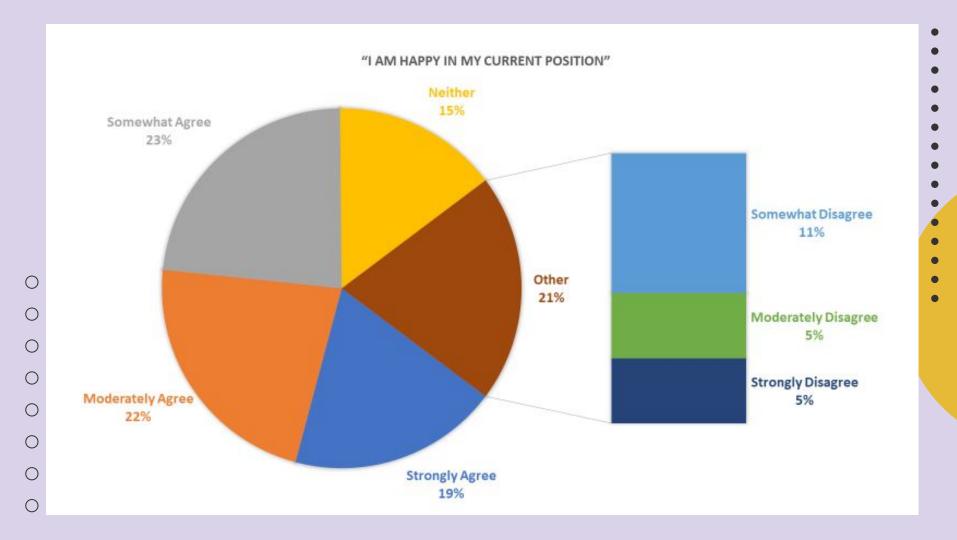


Study conducted by School CEO Magazine. "What Teachers Want" - The largest study of its kind, asked more than 1,000 teachers from ages 20 to 80 what they're looking for in a job.

Study took place from October - December 2022



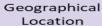




## Rank the following in order of most important to least important regarding your decision to apply to a position . . .













School Culture



School Leadership



Greater Flexibility in Curriculum/Teaching



Student Performance



Career Advancement Opportunities



Mentorship Programs and Opportunities

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





What can we learn from our staff that will help us understand motivations and passions to remain in education, specifically in Wayne Township?



### Wayne's Story...

- 0 0
- 0 0
- 0 0
- 0 0
- 0 0
- 0 0
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- 0 0

- A year ago, we learned of the Stay Interview process
- Current practice includes an exit interview
- Planned to interview last spring
- Conducted interviews fall 2023

## **Richard Finnegan**











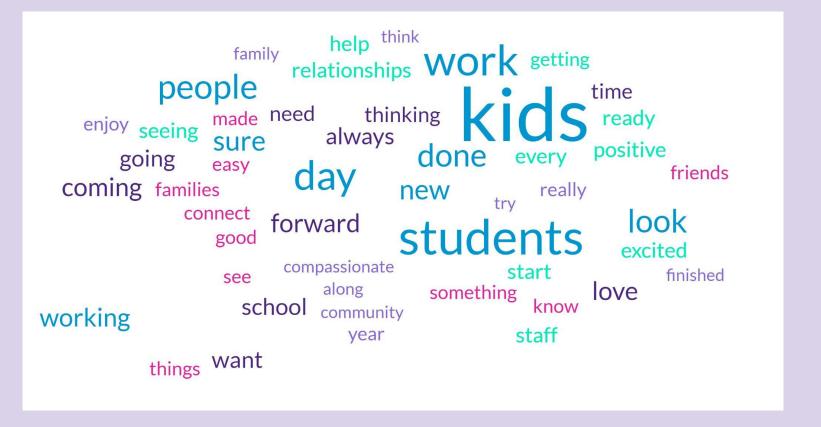




## **Stay Interview Pool**

- Sample Schools from all levels
  - High school
  - Ninth Grade Center
  - Middle School
  - 3 Elementary Schools
- Range of Experience
  - 3-5 years
  - 6-10 years
  - 11-20 years
  - 20+ years
- Random Selection of Certified and Classified Staff
  - 48 staff invited
  - 36 participated (75%)

#### 1. What do you look forward to on your way into work?



## 1. What do you look forward to on your way into work?

100% - Students/kids

75% - Work for the day

#### 2. What are you learning here and what do you want to learn?



# 2. What are you learning here and what do you want to learn?

90% - Learned to work with students better

81% - Learned to work with people/staff better

#### 3. Why do you stay?

```
something
        coming
                     teacher
                                          chc
                              helping
staff love people
                        home
                                            opportunities
                       family
                                         things
      kids
                                              leave
                        good
                                          lot
                                                grow
                                 years
                    different
                                             community
      everyday
               changed fee
                                       working
                                                 school
       WORK teach help
                                            change stay building
                                 see
                                        want year teaching
               know go else Wayne
    students
                              iob
  day
                                                leadership
                     going great back
                                            parents
      enjoy
                             changes
```

#### 3. Why do you stay?

99% - Love the students/kids

95% - Love the people/staff

91% - Love Wayne/job

#### 4. If you have thought about leaving, what prompted it?



# 4. If you have thought about leaving, what prompted it?

75% - Administration/Leadership

50% - Lack of Support

#### 5. What can we do to make your job better?

```
just meetings
                                       pd
                                              feel feedback
                             really
          opportunities
               without
                                      discipline
everyone
                                                     better
                        back
                                        students
      want day
                                      building
    valued class
                                different
     communication
                              big paraprofessionals
           need
               teachers expectations pay lot school good by discontinuous
      new
 something
                                  support
```

## 5. What can we do to make your job better?

97% - Feel good about their work and the people/students

86% - Want to feel supported (PD, Communication, Pay, Students)

#### **Lessons Learned**

- Culture of belonging and self efficacy are paramount to retaining staff
- Focused professional development will provide continued support for growth (staff in the middle mentioned this most)
- Continue to keep lines of communication open both at the building level and the district level so that staff feel a real connection to leadership

#### **Recruitment & Retention**

- Transition to Teach pathway
- Grant collaboration with both IU Indianapolis & University of Indianapolis to grow our own at the high school level
- Collaboration with American College of Education (ACE) to provide staff an opportunity to earn bachelor's degree and teaching licensure
- Continued collaboration with IU Indianapolis to provide staff the opportunity to earn teaching licensure
- Recruiting teachers to earn SPED licensure through free, state opportunities (current waiting lists for programs)
- Recruitment & Retention arm of the strategic planning committee examining current efforts and future plans in this area
- Grant opportunity through the Wayne Township Foundation

## Thank you







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**CREDITS:** This presentation template was created by <u>Slideshow</u>, and includes icons by <u>Flaticon</u>, infographics & images by <u>Freepik</u> and content by <u>Swetha Tandri</u>