

STAFFING REPORT...

2018/2019 – A look back

2019/2020 – Moving forward



JULY 2018 – JUNE 2019



Hired – 258 employees (105 prior to school starting in August 2018)

- 78 Student Support Associates / Educational Assistants
- 68 Classified/Exempt/Non-Exempt
- 56 Teachers
- 30 Aquatic Center
- 26 Nutrition Services

NEW 2019/2020 TEACHERS

40 Teachers total (soon to be 41)

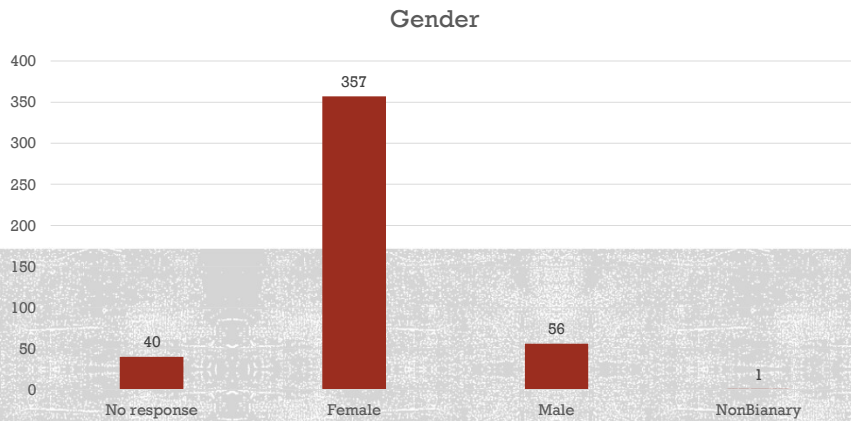
- **13 Elementary**
- **12 Middle School**
- **13 High School**
- **2 ELL**

16 with MA



WHAT DOES THE POOL LOOK LIKE?

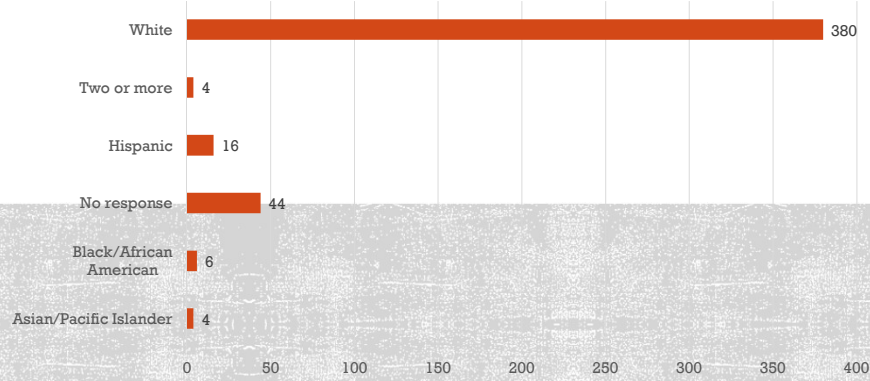
Elementary Teaching:



ELEMENTARY CONTINUED



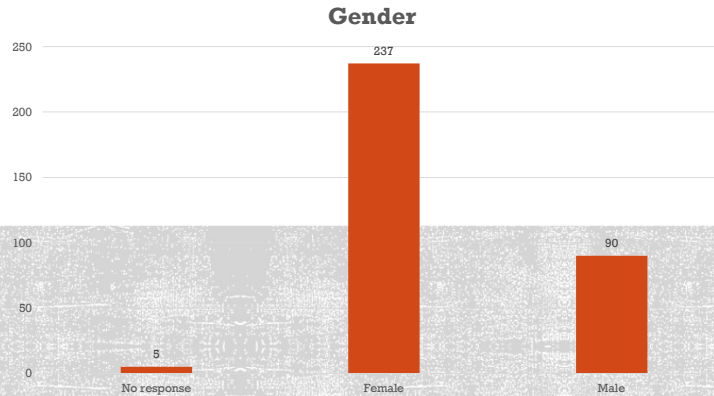
Race/Ethnicity:



MIDDLE SCHOOL POOL



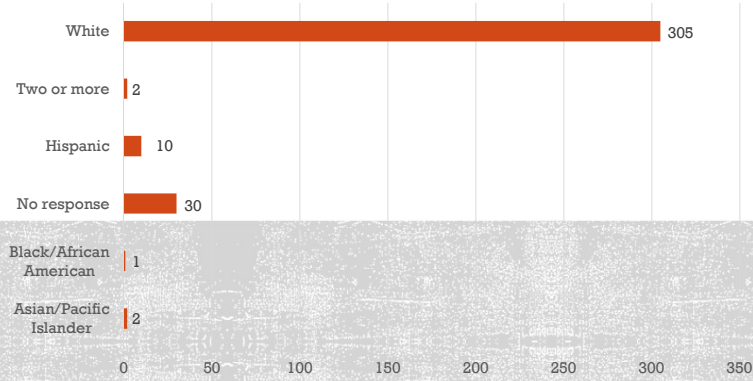
Middle School Teaching:



MIDDLE SCHOOL CONTINUED



Race/Ethnicity:

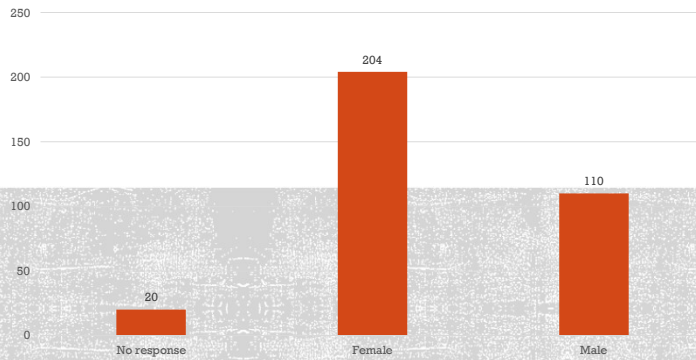


HIGH SCHOOL POOL



High School Teaching:

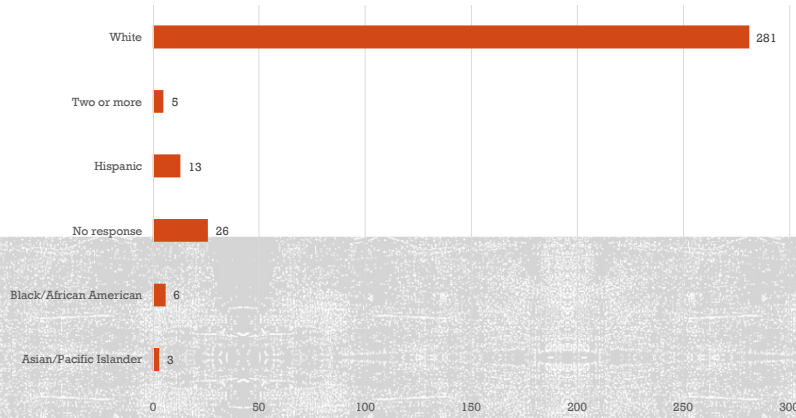
Gender



HIGH SCHOOL CONTINUED



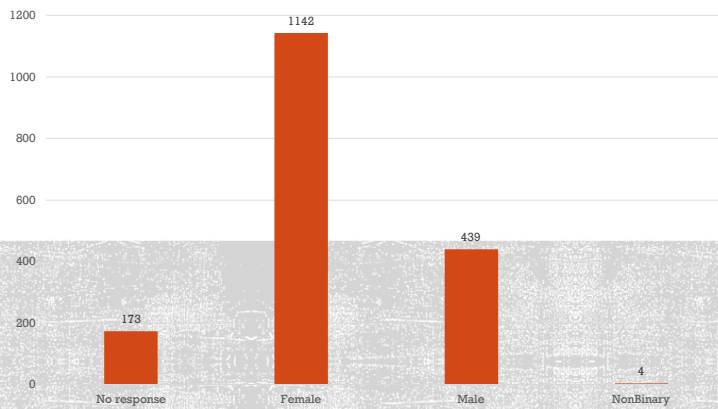
Race/Ethnicity



ALL APPLICANTS



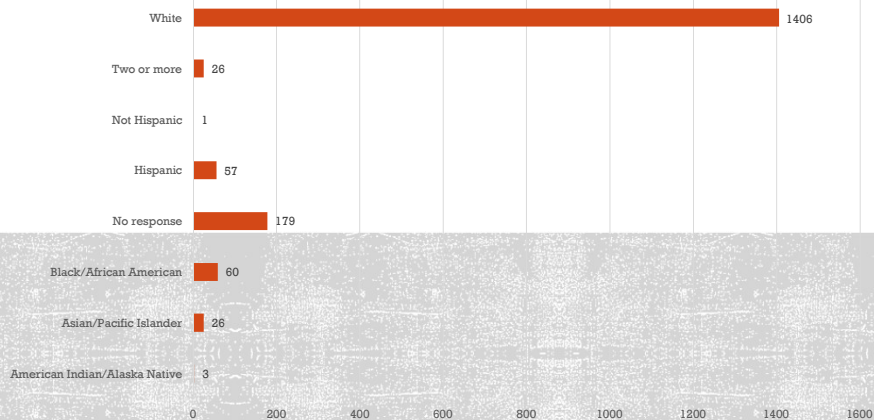
Gender



ALL APPLICANTS CONTINUED



Race/Ethnicity



HIRING PROCESS, SIMPLIFIED

- Principals select qualified candidates (licensure, work experience, etc.) who submit a full application
- HR screens selected applicants against qualified minority candidates – requests additional interview if qualified
- Selected candidates must have three references (work, co-workers, no family, etc.)
- Selected candidates are subjected to a background check
- All candidates must go through HR orientation (1-4 hours depending on position)
- HR sends NTY to those not selected (if a full application is submitted)



SUBSTITUTES



- Overall teacher fill rate 96%
 - 282 subs (@ least 1 time)
- Overall associate fill rate 75%
 - 115 subs (@ least 1 time)
 - Lower for secondary buildings (56 – 64%)
- Absences spike in November and April/May

TURNOVER 2018/2019

Student Support Associates	23.4%
Aquatic Center	23.2%
Custodians	20.8%
Teachers	7.4% (with early sep.)
	3.6% (without early sep.)



CHALLENGES



- Recruiting/hiring/retaining Student Support Associates
- Recruiting Special Education teachers / other specialty teachers
- Increasing substitute fill rate (Associates)
- Recruiting/hiring diverse staff (representative of student demographics)

2019/2020 INITIATIVES



- Title IX Coordinator(s) training – Certification course
- Ethics “micro training” at building level (trained Leadership group last year)
- Reviewing system that will allow for anonymous reporting of issues and tracking of all investigations, etc.



- District wide Diversity and Inclusion action planning
 - Working with consultants to assist in 3-5 year strategic planning for the district

This way! →

- Physical and Psychological Safety / Anxiety/Depression focus
- Recruiting / Retention focus
- Destination District! Who wouldn't want to be a LION????