

# Recruitment and Retention

# 2017-2018 Employees

1,111 - Classified staff

1,197 - Certified Staff

2,308 - Total

# 2017-18 Staffing

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Female	74%	75%
Male	26%	25%
White	87%	61%
Black	10%	29%
Hispanic		9%
Multi-racial		
Asian		
American Indian/Alaskan		
Hawaiian		

# 2017-18 Staffing Data

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Female	78 (87%)
Male	12 (13%)
White	72 (80%)
Black	11 (12%)
Hispanic	4
Asian	2
Hawaiian	1



# Of those who left Wayne...

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- 26% - Another School District (closer to home, promotion)
- 22% - Retired
- 16% - Moved out of State
- 12% - Stay Home Parent
- 9% - New Positions (THRIVE redesign and program growth)
- 8% - Career Change
- 3% - Job Performance
- 1% - Sabbatical
- 1% - Licensure
- 1% - Deceased
- 1% - Terminated

# 30-Day hold provision

Indiana law that allows a school district to hold a teacher for 30 days before releasing from contract also had an impact on hiring practices.

To date we have had to wait to hire eight (8) staff in response to the law.

# Current Staffing Trends

Out of total certified staffing 2017-18...

1% - Generation Z (0 - 22 yrs.)

44% - Millennials (23 to 37 yrs.)

37% - Generation X (38 to 52 yrs.)

17% - Boomers (53 to 72 yrs.)

1% - Silent (73 to 90 yrs.)



# 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.

# 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.

Williams, Alex. Move Over, Millennials, Here Comes Generation Z. The New York Times. Sept. 18, 2015

# 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.

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# How do we vet candidates?

Teacher Recruitment Fairs

Application process

Interview (Personnel Office, Principals,  
Teams)

Lesson Demonstration

Professional References







# New Legislative Changes

Negotiations begins September 15 and concludes by November 15

Discussions can begin earlier

Teacher Appreciation grant will be based on a dollar amount per student (not sure which students are included in the cohort)

# Why Wayne?

Newly hired teachers report:

“Wayne has a great reputation of professionalism”

“Professional development opportunities are incredible”

Opportunities for hire

Recommended by current staff

Diversity of the district

# Progress towards recruitment and retention efforts...

Redesigned web page to reflect district mission and commitment to hiring a diverse staff

On-boarding process that streamlined dispersal and retrieval of required new hire documentation.

Recruitment efforts to strategically include universities that can help fill specific positions, as well as, a more diverse teaching candidate pool

# Progress towards recruitment and retention efforts...

Winter interviews of student teachers for early spring hire

Newly formed Committee for recruitment and retention of diverse staff to begin work in November

Design marketing plan that aptly showcases Wayne student and teacher successes and attracts candidates to district

# Recruitment & Retention of Multicultural Staff Committee

Participated in collaborative meetings:

November 17, 2016

February 8, 2017

May 16, 2017

Representatives included teachers, administrators, and classified staff

Created a work plan to begin implementation during 2017-18 school year

Committee work continues...

# TalentEd - Evaluation Platform

TalentEd...



# Thank you

Questions?????