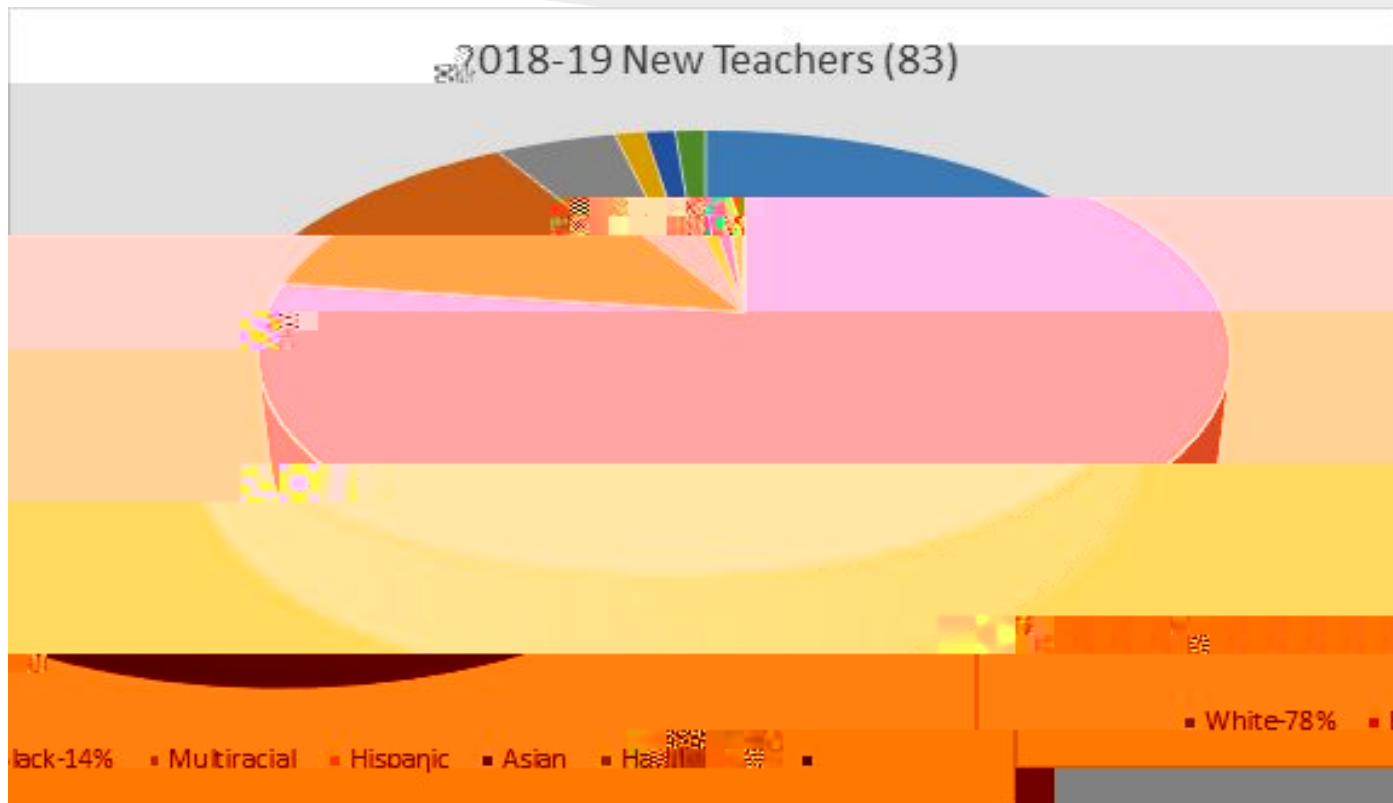




2018-19 Staffing

	TOTAL Teaching Staff	Classified Staff
	1,203	1,108
Female	72%	73%
Male	28%	27%
White	86%	63%
Black	10%	26%
Hispanic	1%	9%
Multiracial		
Asian		
American Indian/Alaskan		
Hawaiian		

2018-19 Staffing Data



Female 71%
Male 29%

Historical data...

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%)

Of those who left Wayne...

83 teachers have retired or resigned (7.5%)

- 29 - Another School District (closer to home, promotion)
- 14 - Career Change
- 14 - Moved out of State
- 10 - Retirement
- 6 - Stay Home
- 4 - Performance
- 3 - Licensing
- 2 - Medical
- 1 - Graduate School

30-Day hold provision

Indiana law allows a school district to hold a teacher under contract for 30 days before releasing him/her to another school district for hire

Since inception of the statute, process is seamless and less disruptive.

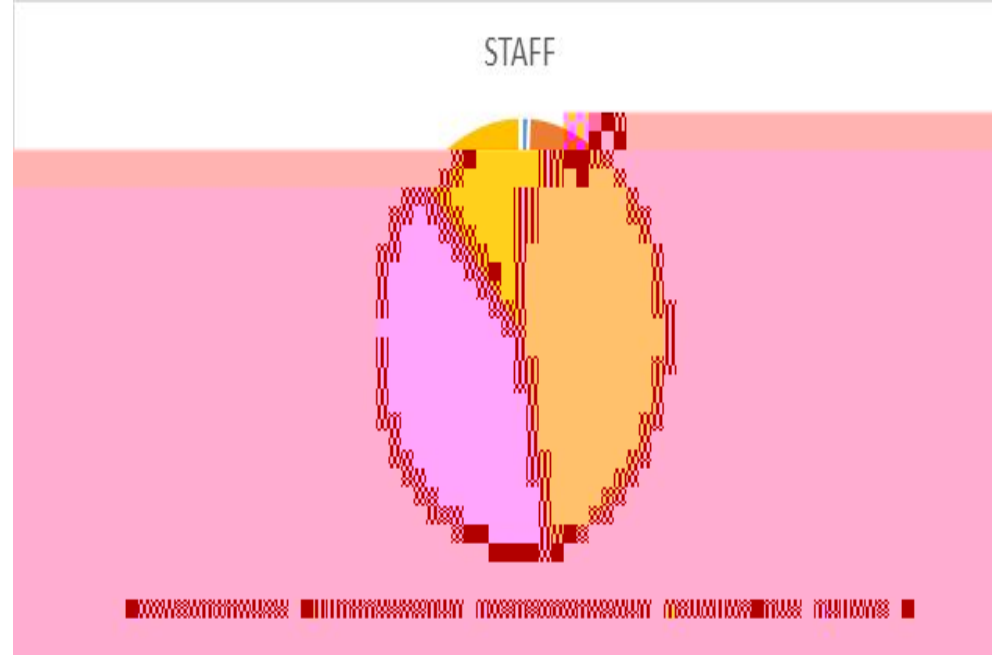
Current Staffing Trends

Out of total certified staffing
2018-19...

- .9% - Generation Z (0 - 22 yrs.)
- 46% - Millennials (23 - 37 yrs.)
- 41% - Generation X (38 - 52 yrs.)
- 12% - Boomers (53 - 72 yrs.)
- .1% - Silent (73 - 90 yrs.)

<http://www.careerplanner.com/>

Career-Articles/Generations.cfm



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.

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

Knowing the Why

It's important to know the why in Wayne Township.

Our brand serves as the introduction to our school district.

Employment experience: recruitment, onboarding, benefits & compensation, and retention represent the Why.

Why Wayne?

2018 Newly hired teachers report:

87% - Work culture of school district

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

45% - Demographic makeup of school district

41% - Professional Development Opportunities

41% - Salary

30% - Benefits

Money is not the Why

According to www.payscale.com, a vast majority of employees across all industries do not feel that they are adequately compensated even when shown that the employee is being paid at fair market value. How do we attract and retain talent in our school district?

The “Why” becomes even more important...

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.

How are teachers introduced to Wayne Township?

Reputation

Social Media (Website, Facebook, Twitter)

University Partnerships (Ball State, IUPUI, University of Indianapolis, Purdue, Indiana University)

Teacher Recruitment Fairs

Personal Connections

How do we vet candidates?

Teacher Recruitment Fairs

Application process

Interview (Human Resources Office,
Principals, Teams)

Lesson Demonstration

Professional References

How would candidates like to be vetted?

According to a recent survey of job seekers by "The Knowledge Academy," 72% of candidates would prefer companies to use more unorthodox recruiting assessment methods like...



Games of Capture the Flag

Escape Rooms

Professional Speed-dating Sessions

How are we meeting needs of changing workforce?

Recruit early

Onboarding process

Interactive, real-time evaluative process

Current Salary Range

Units	Base Salary
0	\$42,500
18	\$49,295
36	\$56,090
54	\$62,885
72	\$69,680
90	\$76,475
108	\$83,270

Each additional 18 units >108 = \$1,500 to base salary.

Legislative Reminders

Negotiations begins September 15 and concludes by November 15

Discussions can begin earlier

Teacher Appreciation grant awards monies

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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

Continued work of the Committee for recruitment and retention of multicultural staff

Recruitment & Retention of Multicultural Staff Committee

Participated in collaborative meetings since fall 2016

Representatives include teachers, administrators, and classified staff
Created a work plan of action

Recruitment

University of Dayton

Teacher Candidate Interview Day

Multicultural Teacher Fair

Purdue University

Indiana University

Indiana State University

Ball State University

Butler University

New Programs

Adult Education Courses, Training, & Certifications

Paraprofessionals, Microsoft applications, SafeServe, CDL

Wayne Township District-Based Alternative Teacher Certification (IUPUI)

12 participants

18 mos. coursework & student teaching

The Why becomes clear...

Being an employee in Wayne Township is not just a job, but an experience that makes a positive impact in the lives of children.

The human resources department strives to bring the employment experience in line with the mission, therefore, perpetuating the Great Schools, Great Community culture.

Thank you

Questions?????