



Hiring
Strategic Planning of Dept
Supervise Transportation
Evaluations
Safe Schools Training

Hiring
Adult Education Certifications
FMLA Determinations
Evaluations
Safety Committee
Unemployment Hearings
Evaluations
Complete Various Reports
Terminations
SearchSoft Contact
Annual School Calendar

2019-2020 Employees

1,102 - Classified staff

1,208 - Certified Staff

2,310 - Total

2019-20 Staffing

	TOTAL Teaching Staff	Classified Staff
	1,208	1,102
Female	72%	73%
Male	28%	27%
White	86%	63%
Black	10%	26%
Hispanic	1%	9%
Multiracial		
Asian		
American Indian/Alaskan		
Hawaiian		

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%)

Of those who left Wayne...

79 teachers have retired or resigned (6.5%)

- 22 - Another School District (closer to home, promotion)
- 22 - Retirement
- 10 - Moved out of State
- 8 - Career Change
- 6 - Stay Home
- 5 - Performance
- 5 - Graduate School
- 1 - Deceased

Generation Z



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.



Why Wayne?

2019 Newly hired teachers report:

89%

Healthy Culture: The Ultimate





The Wayne Culture...

Recruitment continues to be a focus. The District Based Alternative Certification program (DBAC) partnership with IUPUI is a partnership to create an opportunity for classified employees who desire to earn a teaching certification. 18-month program

Wayne has 12 students who began student teaching today.



Legislative Reminders

Formal negotiations began September 15 and concludes by November 15

Discussions can begin earlier

Teacher Appreciation grant awards monies to those rated effective and highly effective on most recent evaluation. Highly effective teachers must receive 25% more than an effective teacher. More dollars were allocated during the last legislative session.

Recruitment

Student Teachers - in Wayne Schools

The Culture of Wayne begins day 1...

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.

School Board Policy

New Hires have introduction to Board policies and sign off on Basic Commitments
All staff receive notice of Board Policies at the beginning of each school year
Periodic updates are sent to all staff as they are Board approved

Behavioral Interview Protocol

Focuses on a candidate's past experiences by asking candidates to provide specific examples of how they have demonstrated certain behaviors, knowledge, skills and abilities.



“Human” in Human Resources

“Me” work for the Human Resources
Department
Retreat focused in this area
Strategies and solutions
Support the Wayne culture

Thank you

Questions?????