



Human Resources Report
September 26, 2022

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Hiring
Strategic Planning of Dept
Supervise Transportation
Evaluations
Safe Schools Training
Employee Handbook
Board Policy Updates
Complete Various Reports
Retirement Planning
School Board Reports
Chief Negotiator
Terminations
Evaluation Committee
PD for New Administrators
Salary Analysis
Student Teacher Placements

Recruitment Fairs

FMLA

Retention Efforts

Legal Matters

Data Analysis

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



Leadership:

Director of Transportation - Janet Petrisin

Asst. Director for Operations - Marcus Banks

Asst. Director for Routing & Special Services - Martha Allen

Fleet:

153 Buses

10 Activity Buses

69 Propane Buses (14 more for 2022-23)

124 Drivers

Three-tier busing schedule: Elementary; Hig



Driver openings have offered some challenges including:

GWU

	Certified Staff	Classified Staff
Female	73%	70%
Male	27%	30%
White	83%	60%
Black	12%	29%
Hispanic	2%	10%
Multiracial	2%	
Asian	1%	1%

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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%)

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Total certified openings (12% of sta ng)

New Positions (Wayne@Home; SEL Coaches; ENL Teachers; Computer Science Teachers; Reading Interventionists were added during the 2021-22 school year)

Positions yet to fill (2 kindergarten; 3 science; 1 Business; 1 PLTW; 8 ENL; 11 Special Ed)

2 resignations last week

CHANGING YOUR KUB

158 teachers have left of 1317 (12%)

- 55** - Different School District
- 29** - Career Change
- 24** - Retirement
- 23** - Relocation (state or country)
- 12** - Stay Home
- 8** - Performance
- 5** - Promotion
- 2** - Graduate School

Classified Openings

As of September 23
there are openings.
Most of these are
paraprofessional and
bus driver positions
followed by child
nutrition sta .



What does this mean for us?

Recruitment and Retention is a focus at all times.
Continued evaluation of staffing trends.
Flexibility to shift to meet staffing needs and, more importantly, anticipate and plan for possible changes in staffing.

What have we come to know?



School CEO is a marketing company that researches trends in education and behaviors of school staff. Most recently they have focused on employment behaviors of teachers.

The Research Sample

There are approximately 1.2 million nationwide millennial teachers and over 1,000 teachers volunteered to participate in this extensive research study in 2019.

SchoolCEO, spring 2019

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

36% - Someone who works in the district

25% - District Website

25% - Online Job Board

16% - Student Teaching Program

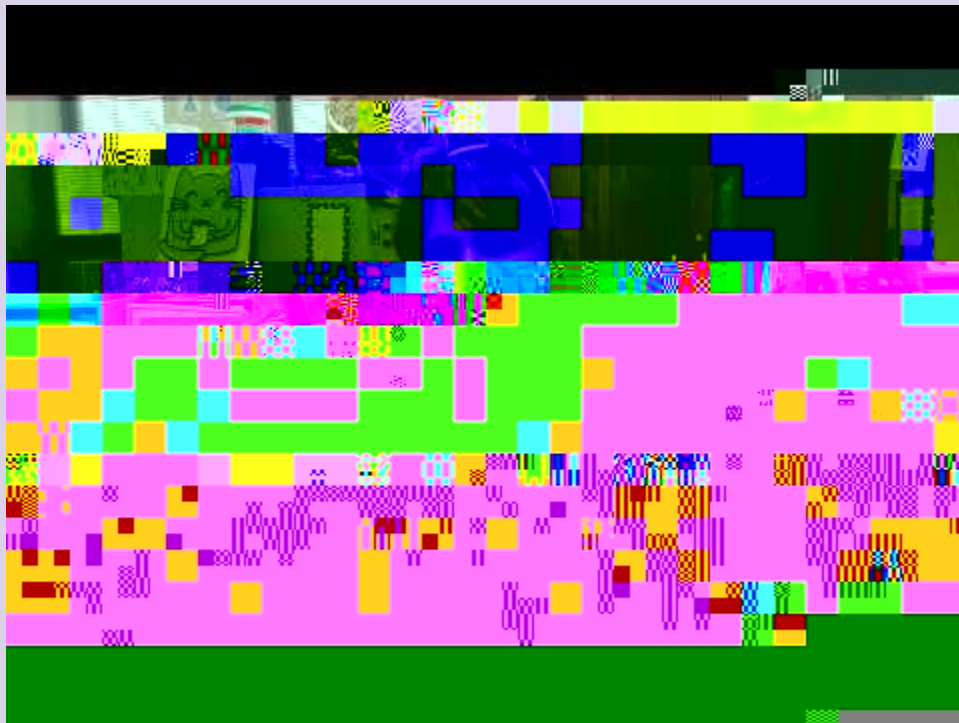
#WeAreWayne

#WeAre Wayne



Not only is the district website continually examined for improvements, but the Human Resources site is evolving to become a place where a prospective employee can imagine working here.

#WeAreWayne



#WeAre Wayne



The Wayne Online job board is used, as well as, the state's job board. Increased use of additional sites including *Indeed* have been key in recruitment. We continue our student teaching collaborations with area Universities.

How do you research potential employers?

81% - Review School District Website (44% from smartphone)

57% - Google and other Search Engines

56% - Reach out to Current and Former Employees

46% - Online search of the town, community, & location

22% - Social Media Accounts (low usage of social media by school districts)

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The opportunity to become a bigger presence on digital media will allow us to have a

What factors are very important in determining where you teach?

72% - School Culture

64% - Location

47% - School Leadership

40% - Flexibility in Curriculum & Teaching

Healthy Culture: The Ultimate Recruitment and Retention Strategy

“A district needs to have a clear sense of who they are; in knowing what values drive the organization.”

Hryciw, K., Perspectives, AASPA, August - October 2019.

How do we continue to meet staffing needs?

#WeAre Wayne



Grow your Own
Wayne Students & Sta
Creative hiring practices
that bring second career
folks and those with related
degrees into the classroom.
Utilization of Achieve
Virtual

Thank you