



COMMUNITY UNIT SCHOOL DISTRICT 200

Human Resources in District 200 October 12, 2022



Inspiring in Everyone a Passion to Excel

Human Resources Vision 2026 Focus

- Vision 2026 target under Operational Excellence Strategies:

Hire, develop and retain diverse, high-quality staff.

Tactics:

- Actively recruit a diverse pool of candidates.
- Maintain competitive wages.
- Proactively address staff shortage and workforce needs.
- Implement a “Grow your Own” teacher career pathway
- Actively support dual credit certification for secondary teachers



District Overview 2021-2022

- **Hired 563 Staff**
 - Teachers, support staff, administrators, summer recreation, and summer school personnel
- **Hired 117 Guest Employees (Substitutes)**
- **Processed 541 Resignations**
- **Processed 1,177 Employee Assignment Changes**
- **Processed 183 Leaves of Absences**
- **Coordinated 185 Student Teachers/Observation Placements**



District Overview 2021-2022

- **Processed 156 Graduate Coursework Lane Changes**
- **Processed 257 Micro-Credentials**
- **Recognized 120 Service Award Recipients**
- **Responded to 92 FOIA requests**
- **Processed 244 Permissive Transfers**



Human Resources Implementations

Interviewstream - prospective teacher candidates submit a video interview through the on-line application process.



Candidate is asked three questions:

- 1. How did you choose your field of study?**
- 2. Describe the teacher or professor that has created the most beneficial learning experience for you.**
- 3. What is your ultimate educational goal?**



Human Resources Implementations

Benefits of Interviewstream

- **Opportunity to hear more about prospective candidates earlier on in the screening process and identify communication skills and personality**
- **Eliminates phone screens**
- **Allows team to be more efficient with their time, by giving them the ability to review interviews on their time.**
- **Ability to share candidates with other stakeholders to determine who should advance through the recruitment process.**
- **Expanding it to prospective Administrator candidates during the next hiring season.**



Staffing – Head Counts

	<u>FY2021</u>	<u>FY2022</u>	<u>FY2023</u>
Certified	1164	1160	1172
Non-Certified	501	476	428
Administration	56	56	58

Retirements 2021-22 school year:

Certified - 26

Non-Certified - 33

Administration - 2



Tactic #1 - Actively recruit a diverse pool of candidates

Employee Category	American Indian/ alaskan Native	Asian	Black/ African American	Hispanic or Latino	White	Year Total
Administration/ Certified Staff						
2018-19	0	1	2	3	51	57
2019-20	0	2	0	3	51	56
2020-21	0	3	3	8	72	86
2021-22	2	21	4	17	200	244
2022-23	1	12	5	13	183	214
Support Staff (10/12 mos)						
2018-19	2	0	5	1	31	39
2019-20	1	1	5	2	32	41
2020-21	0	2	0	1	12	15
2021-22	10	9	3	8	134	164
2022-23	3	2	3	2	71	81
Substitutes						
2018-19	0	1	1	0	22	24
2019-20	1	2	5	1	66	75
2020-21	0	1	0	0	20	21
2021-22	0	5	2	4	98	109
2022-23	0	1	2	1	47	51
22/23 Total New Staff	4	15	10	16	301	346



Tactic #2- Maintain Competitive Wages

- **Working with the CEA to open up the current contract to address some concerns in wages and benefits that will make us more competitive with our comparative districts**
- **Starting the process of negotiations with the WWEA on a new contract. Negotiations will start in January of 2023**
- **Evaluating specific categories that are not covered by collective bargaining groups like substitutes**



Vision 2026 Tactic #3 - Proactively address staff shortage and workforce needs

- Increased Guest Teacher pay from \$115 to \$125 a day
- Increased Permanent Guest Teachers from \$125 to \$160 a day
- Increased Long-term Guest Teacher pay from \$145 to \$230 a day
- Post all open positions on Indeed, online and on the CUSD 200 website
- Advertised open positions on Twitter, Facebook, LinkedIn and CUSD 200 community
- Attended Education Job Fairs
- Using QR codes at all 21 buildings to attract parents, grandparents, and guardians to help fill some of our openings
- Contracting out hard to fill certified and non-certified positions
- Why CUSD 200 Promotional Campaign



Hiring Challenges 2022-2023

- **Special Education Teacher Assistant (29.00 vacancies)**
- **Psychologists (3.0)**
- **Guest (substitute) Teachers**
- **Special Education Teachers**
- **Bilingual Teachers**
- **Lunchroom Supervisors**
- **Secretarial/Clerical Support Staff**
- **Student Supervisors (4.0)**



Vision 2026 - Tactic #4 Implement a “Grow Your Own” Teacher Career Pathway

- 3 Sections of Introduction to Teaching
 - 1 Section at WWS, 2 Sections at WNHS, 66 students
- 214 Staff requested to be mentors
- All 66 students were paired up with one CUSD 200 teacher
- 3 full day field trips each semester
- 2X a week students go to other CUSD 200 schools for field experience
- Working on actively recruiting diverse students into the pathway



Tactic #5-Actively support dual credit certification for secondary teachers

- Ian Smith surveyed all HS teachers on interest in teaching dual credit courses
- HR reviewed interested teachers college transcripts to determine who can teach a dual credit courses
- COD requirements for dual credit teachers:
 - Core academic courses need a masters in the subject area or any masters degree and 18 hours in the subject area. Teachers can begin teaching a dual credit course after 9 hours as long as they pursue the 18 credits
 - Non Core courses bachelor's degree with a combination of teaching and work experience in the subject area
- Working with the WWEA on this tactic



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