



COMMUNITY UNIT SCHOOL DISTRICT 200

Human Resources in District 200 September 13, 2023

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 2022-2023

- **Hired 563 Staff**
 - Teachers, support staff, administrators, summer recreation, and summer school personnel
- **Hired 92 Guest Employees (Substitutes)**
- **Processed 357 Resignations**
- **Processed 968 Employee Assignment Changes**
- **Processed 202 Leaves of Absences**
- **Coordinated 169 Student Teachers/Observation Placements**



District Overview 2022-2023

- **Processed 338 Graduate Coursework Lane Changes**
- **Processed 617 Micro-Credentials (Stacks)**
- **Recognized 106 Service Award Recipients**
- **Responded to 82 FOIA requests**
- **Processed 232 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?**



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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 call 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
- Expanded to Administrator candidates this past school year



Vision 2026 - New Initiative

CUSD 200 New Teacher Mentor Program

Purpose and Goals

The purpose of the mentor program is to provide support to teachers new to CUSD 200 during their first year.

Mentors will assist new teachers to adapt to the school climate and culture. They also guide the new teachers with curriculum, teaching strategies, and communication skills.

Topics are specific to grade level ranges

K-5

6-8

9-12



Staffing – Head Counts

	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Certified	1164	1160	1172	1148
Non-Certified	501	476	428	434
Administration	56	56	58	59

Retirements 2022-23 school year:

Certified - 20

Non-Certified - 25

Administration - 0



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	3	10	4	0	107	124
2022-23	2	5	5	1	77	90
2023-24	0	2	1	0	51	54
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	6	4	4	0	87	101
2022-23	1	2	2	2	43	50
2023-24	0	5	1	1	62	69
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	1	6	7	4	72	90
2022-23	0	2	2	1	44	49
2023-24	1	2	0	1	43	47
23/24 New Staff Total	1	9	2	2	156	170



Tactic #2- Maintain Competitive Wages

- **Successfully negotiated a 4 year WWEA contract**
- **Reopened the CEA contract to re-categorize and increase hourly rates and stipends for staff that support high need programs**



Tactic #3 - Proactively address staffing shortages and workforce needs

- **Post all open positions on Indeed, online and on the CUSD 200 website**
- **Advertised open positions on Twitter, Facebook, LinkedIn and CUSD 200 community**
- **Will be attending Education Job Fairs**
- **Contracting out hard to fill certified and non-certified positions**



Hiring Challenges 2023-2024

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



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

- **3 Sections of Introduction to Teaching**
 - 1 Section at WWS, 2 Sections at WNHS,
 - 72 students
- **93 staff requested to be mentors**
- **All 72 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**
- **36 seniors from last year’s program indicated their intention to enter a teaching program in college**



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

- **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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