



Westside Community Schools

2025 - 2026

Human Resources Annual Report

This report outlines our HR strategies, progress, and priorities as we work to recruit exceptional talent, support employee growth, and build a culture where every staff member can thrive in service to our students and community.



WESTSIDE
COMMUNITY SCHOOLS

**Realizing student success,
through employee engagement**

HUMAN RESOURCES

Strategic Alignment



STRATEGIC PLAN ALIGNMENT

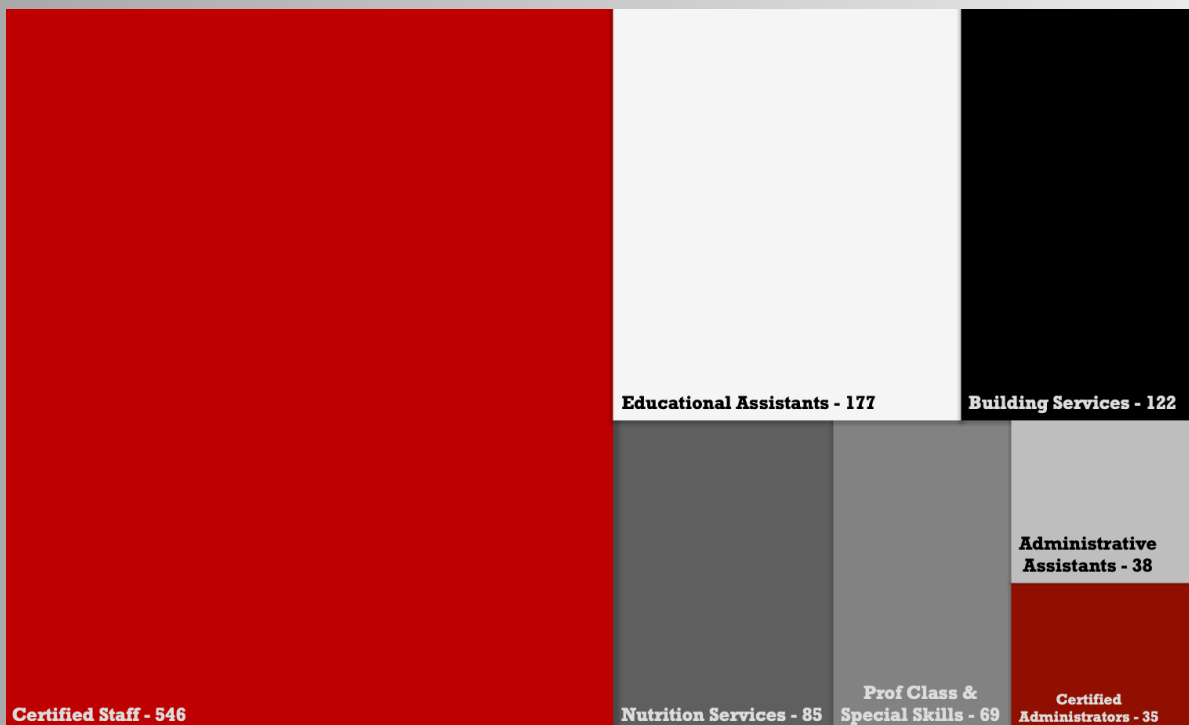
Goal 2: Supported and Engaged Staff -- District leaders will be innovative in attracting, selecting, developing, and retaining excellent staff in a quality work environment. All staff members will learn and grow in a culture where everyone belongs.

Strategies:

- 2.1 Cultivate diverse applicant pools reflective of our student demographics, and select the best, high-quality candidates.
- 2.2 Provide a safe and welcoming work environment that fosters belonging and engagement.
- 2.3 Mentor and develop staff through a comprehensive induction program, ongoing professional learning, and a growth-oriented appraisal process.
- 2.4 Build partnerships and develop growth-oriented programming to expand the internal pipeline of professional and diverse staff at all levels (i.e. EA to teacher ladder program, Educators Rising, leadership pipeline, etc.).
- 2.5 Recognize and provide support for all staff members as they move through the employee life cycle, which includes recruitment, onboarding, development, retention, and retirement.
- 2.6 Prioritize a competitive compensation package for all staff.
- 2.7 Develop and nurture a culture fostering teamwork, staff engagement, and shared leadership.

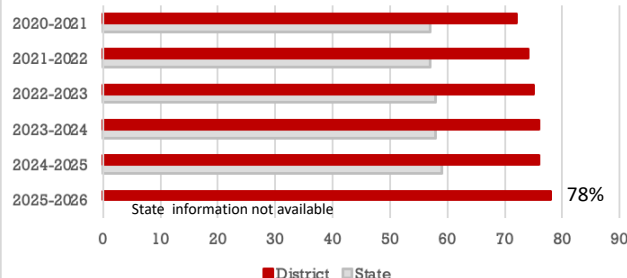
25/26 Employee Data Snapshots

WCS Workforce Snapshot





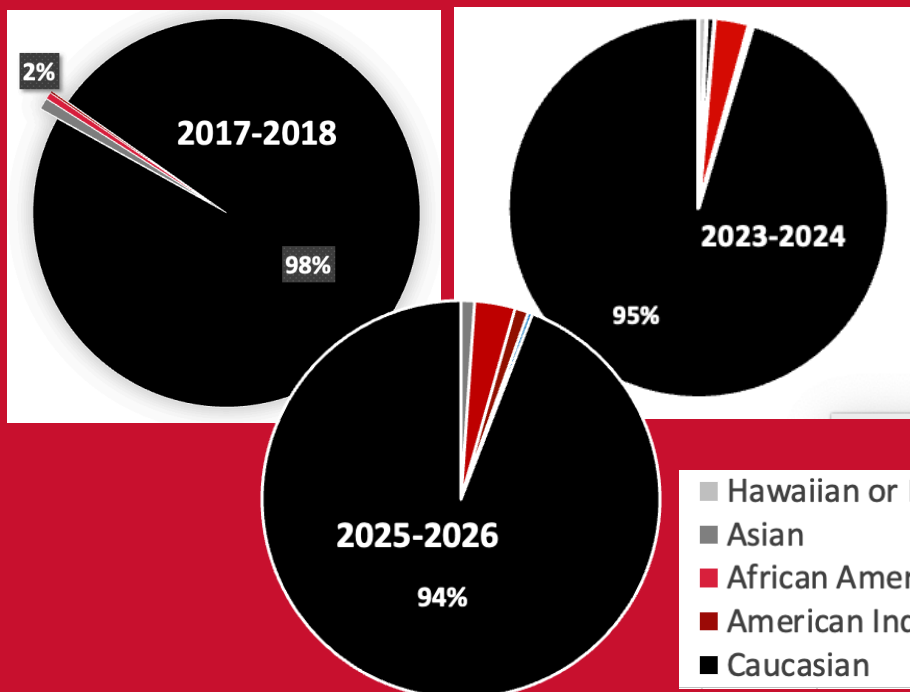
Percentage of Teachers with Master's Degree (or more) 2025-2026



Certified Staff Overview 2025-2026

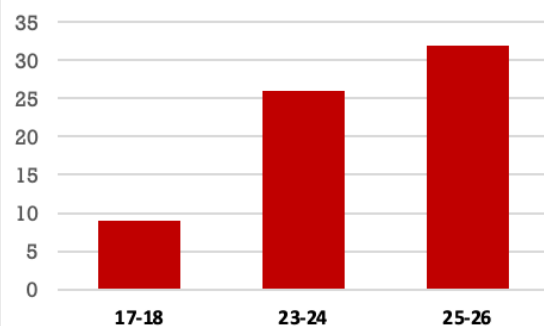
- 546 certified teachers (539 full-time and 7 part-time)
 - 118 bachelor's degrees
 - 2 bachelor's plus degrees
 - 318 master's degrees
 - 86 master's plus degrees
 - 11 specialist's degrees
 - 11 doctoral degrees
- 35 certified administrators

CHANGE IN CERTIFIED DEMOGRAPHICS 2017 TO 2026

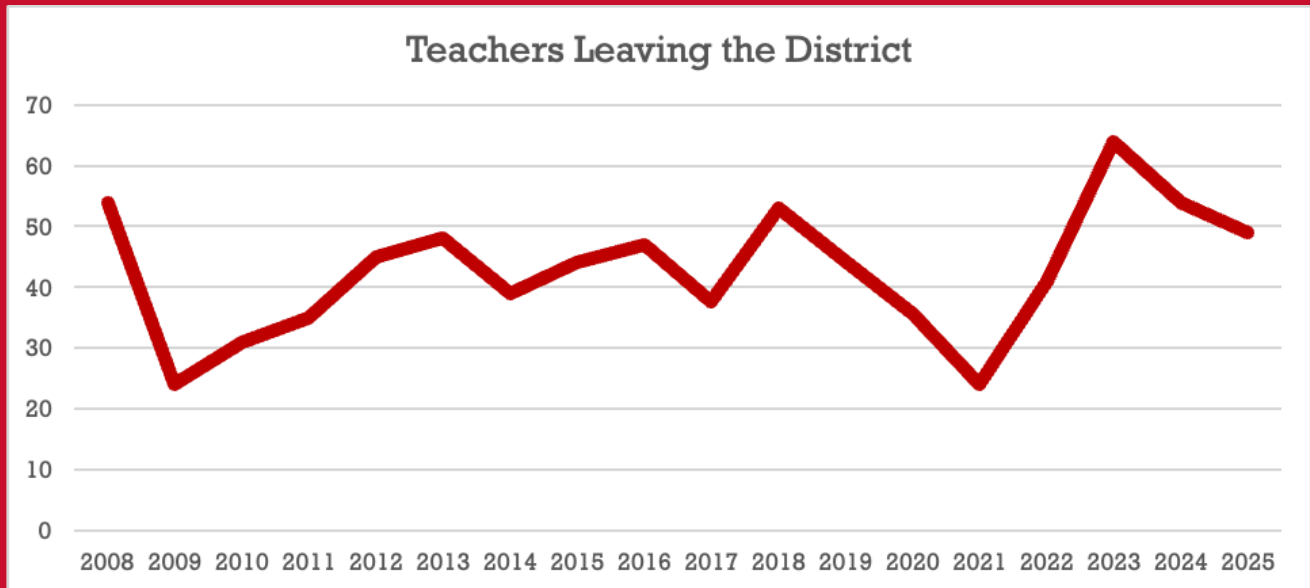


- Hawaiian or Pacific Islander
- Asian
- African American
- American Indian or Alaska Native
- Caucasian

of Diverse Certified Staff Members



Teacher Retention



Note: Although districts across Nebraska and the US experienced increases in resignations and retirements after the pandemic, our most recent 2026 figures also indicate a continued decrease.

ALL CLASSIFIED STAFF MEMBERS

CLASSIFIED STAFF OVERVIEW (2025-2026)

- 13 - Special Skills**
- 38 - Administrative Assistants**
- 56 - Professional Classified**
- 85 - Nutrition Services**
- 122 - Building Services**
- 177 - Educational Assistants**
- 269 - Substitutes (226 guest teachers; 43 classified subs)**

Strategy in Action

2026/26 Initiatives Update

Our HR team, alongside building admin and teacher representatives, participated in numerous recruitment events throughout the year. A significant portion of our teaching positions were successfully filled by candidates we connected with at these events.



Number of recruiting events attended: 12

Number of student teachers hosted: 39

Number of Universities represented: 10



GROW OUR OWN

Educators Rising,
WHS Teacher
Academy, & STAR
scholarships

Grow Our Own
EA-to-Teacher
Ladder Program



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COMMUNITY • INNOVATION • EXCELLENCE

Growing the Westside teachers and leaders of tomorrow!

Student Teacher
Supports &
Stipends

Community-to-
Classroom Pathway
Career Changers and
Alternative pathways to
certification

Leadership
Westside
Next Level Leaders,
Lighthouse Leaders,
and 3i Cadre
Leadership Development
Pipeline Programs



2.4

Programs Offered



2 Year In Person: Teacher Career Ladder

- For those who have earned college credits but may not have earned a degree.
- Two evenings a week in person classes.

2 Year Online: Teacher Career Ladder

- For those who have earned college credits but may not have earned a degree.
- 100% online (with the exception of student teaching).

3 Year Online: Three to Teach

- For those with little to no college credits.
- 100% online (with the exception of student teaching).



Desirae Anson
Westside High School Educational Assistant,
Grow Our Own Cohort 3 Participant



2.4



Our History

5

Cohorts

Since launching our inaugural cohort in 2022, the Grow Our Own EA to Teacher Ladder program has expanded to five cohorts, with new ones added each year.

29

Participants

As of the Fall of 2025, we have had 29 participants in the Grow Our Own EA to Teacher Ladder Program. In the spring of 2026, we look forward to welcoming our next new cohort of students!

98%

Avg. Grade

We are proud to share that our Grow Our Own EA to Teacher Ladder Program students earned an average of 98% or higher for their course grades each semester.

GROW OUR OWN
EA TO TEACHER LADDER PROGRAM



Grow Our Own Cohort 1 Graduates
Spring, 2024



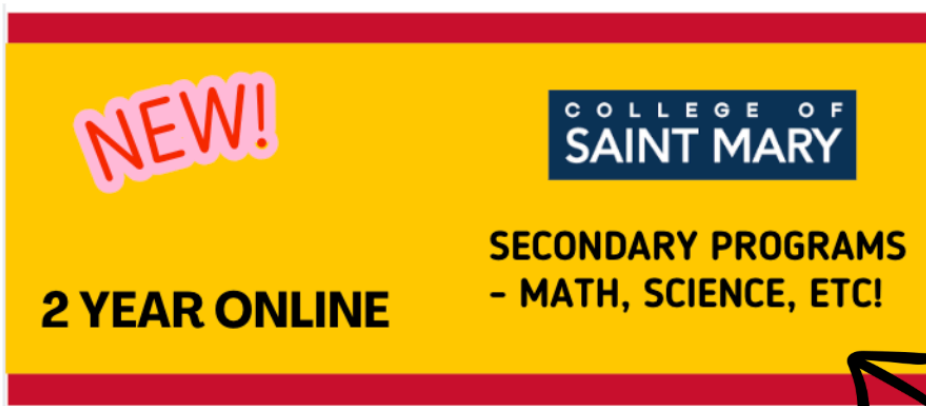
2.4



Signing Day!
Cohort 3



2.4



What's next?



2025/26 HR HIGHLIGHTS...

- 2.4 • “Grow Our Own” Programming**
 - Recent Cohort 3 graduation and completion!
 - Expanded Pathways
- 2.3 • Updated Classified Evaluations Implemented**
- 2.5 • Addition of Voluntary Benefits for all staff**
- 2.1 • Utilized targeted and innovative recruitment strategies for hard-to-fill positions within our classified employee groups**



2025/26 HR HIGHLIGHTS...

- 2.2 • **Established district-wide Volunteer processes for safety & support**
- 2.5 • **Classified Licensing Reimbursement Program**
- 2.6 • **Productive Labor Relations**



2025/26 HR HIGHLIGHTS...

- 2.2 & 2.7 • **Continued implementation of Stay Survey Results (Certified and Classified)**

ACTION STEPS FOR 2025-26 & 2026-27

Certified Stay Survey results and comments resulted in the following action steps:

Student Behavior Management

- Professional learning on practical prevention and intervention strategies
- Analysis of survey results, student behavior data, and SAEBSR/MySAEBSR
- Differentiated support for building-level MTSS-B teams



Compensation & Benefits

- Additional staff recognition and rewards (e.g., years of service, leave benefits, milestone and veteran acknowledgements)
- Westside Loves Me Days greater flexibility for Monday/Friday usage
- Reduction in blackout dates by 21 days deducted for 2025-26



Professional Development

- Changes to Vector online trainings:
 - Optional early access during summer
 - Test-out options for staff who can demonstrate proficiency
- More flexible professional learning model overall with more choice and variety



Focus areas moving into 2026/27:



- Talent Acquisition – ensuring open positions are filled & reviewing separation data for concerns/trends
- Continued Evaluation Process enhancements to improve transparency and clarity
(Teachers 22/23 – Admin 23/24 – Classified team 24/25 – **Nonclassroom certified 25/26**)
- Exploration of enhancements to our EAP
- Continue to strengthen and expand our Grow Our Own initiatives to develop future educators and leaders while supporting the district's long-term succession planning efforts



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Investing in our Staff. Advancing Excellence.