

Human Resources and Professional Development Board Presentation Feb 16, 2021



2020-2021 GOALS

1. Ensure the safety, security, and physical and psychological well-being of the students and staff in the school district by collaboratively developing, implementing, and coordinated drilling of a cooperative and coordinated multiple borough, state, and federal agency reunification plan for students and staff displaced from their location for emergency purposes.
2. Improve the climate of each school by implementing collaboratively researched and developed macro and micro strategies for reducing the number of students who are identified as being chronically absent from school, as evidenced by a reduction in both.

3. It is the belief of the district that everyone regardless of position within the district, (faculty, staff, student, and parent or community member) should feel able to bring their whole selves to the district and achieve their full potential. To that end, the district will work to become part of a collective partnership working together to attract progress and retain diverse talent at every level across the district.

Committing to true representation across all levels of the district is not only ethically right but it is also in the best interest of all members of the community. It is the intent of the district to identify and help eliminate overt or implied discrimination and/or bias in the district through open communication, inclusive collaboration, and transparent commitment to evolving in the manner in which we work together.

The district will develop and implement recruitment and retention practices designed to build a diverse, inclusive, and engaged faculty and staff that reflect the values and core principles shared by the district and greater community.

Hiring by Demographics

THREE YEAR COMPARISON 2018-2021

2018-2019	TOTALS	White 891	Black 23	Hispanic 57	Asian 30	Pac Isl 2	Amer Ind 1	Multi-Racial 20	ACTIVE 1024
2019-2020	TOTALS	White 925	Black 24	Hispanic 25	Asian 31	Pac Isl 2	Amer In 0	Multi-Racial 14	ACTIVE 1021
TOTAL DIFFERENCE	18-19 /19-20	34	1	-32	1	0	-1	-6	-3
2020-2021	TOTALS	White 931	Black 24	Hispanic 26	Asian 31	Pac Isl 2	Amer Ind 0	Multi-Racial 13	ACTIVE 1027
TOTAL DIFFERENCE	19-20 /20-21	6	0	1	0	0	0	-1	6

PROFESSIONAL DEVELOPMENT



Summer Learning Series - July/August 2020

- ▶ Focus on distance and blended learning
- ▶ Forty classes offered - both in- and out-of-district presenters
- ▶ 725 total registrations
- ▶ Teachers paid for attendance

Thirsty Thursdays

- ▶ After school PD (attendance voluntary)
- ▶ Eleven 1-hour classes offered between September and January
- ▶ Average of 11 teachers in attendance per session
- ▶ Focus on best practices, effective use of district resources, SEL
- ▶ All presentations collected on this [WAKELET](#) for teacher reference



SECURITY

Additional part time campus monitors in all buildings during the evening hours.

SPECIAL EDUCATION -Preschool Program

Principal - Project Before Cheesquake

Supervisor of Intervention and Family Engagement

School Counselor

ELL Teacher

Master Teacher

Technology Integration Teacher