

Joliet Township Human Resources Annual Hiring Update

February 15, 2022

Strategy 6- Operationalized

We will, in partnership with families and community, develop and implement plans to deliver a culturally responsive educational experience and expand the diversity of our faculty and administration in order to close the achievement gap.

- **Specific Result (6.3):**

- JTAS will implement comprehensive recruitment, hiring, retention and promotion policies and procedures to increase diversity of faculty and administration.

Hiring Practices Training for Administrators



All Administrators which includes all team leaders for hiring certified staff

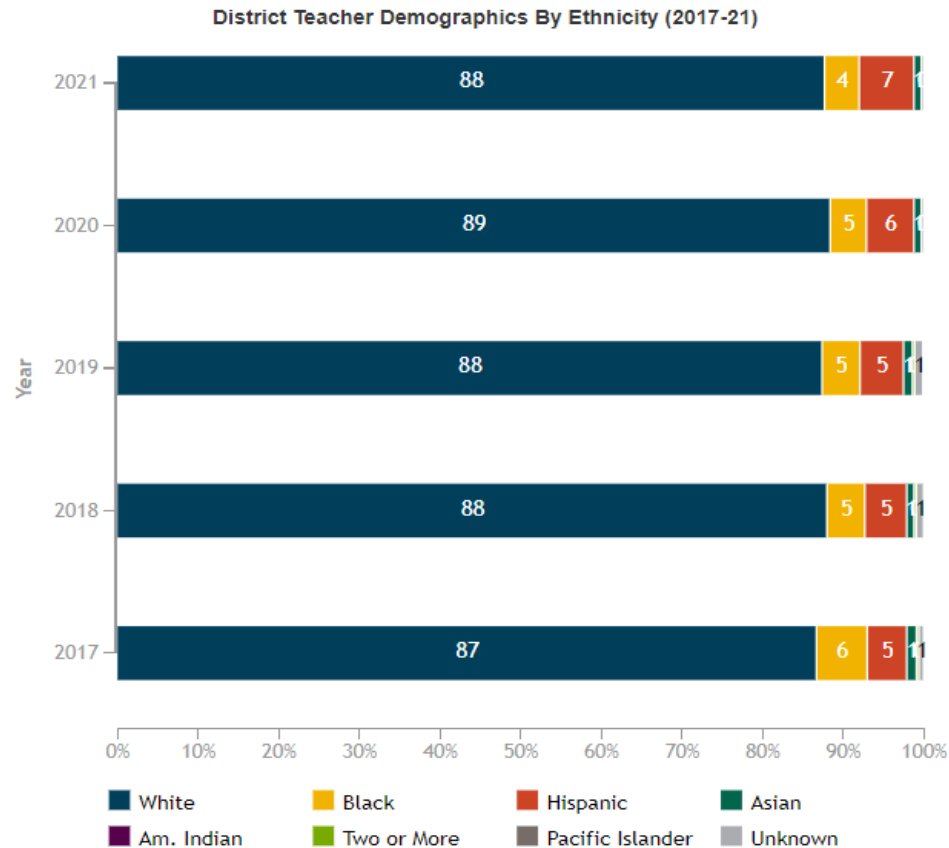
- **In 2021-2022 Hiring Season, the Administrative Team Hired 40+ staff (internal and external staff using ZOOM and Microsoft Teams as the platform). We conducted training with the staff in late March and April and revised our digital hiring practices based on reflection from the 2020-2021 school year.**
- March District Leadership Team Meeting – Review of hiring practices and policies and announcement of team leaders for 2021-2022 hiring
- **UPCOMING**- March District Leadership Team Meeting – Review of hiring practices and policies and announcement of team leaders for 2022-2023 hiring
- **Current Hiring Teams**- Industrial Technology and Mathematics- these are areas of difficulty in hiring across the country
- Hiring Team Members are trained by HR- over 200 teachers, paras, clerical, etc. have been trained

Joliet Township Hiring Data

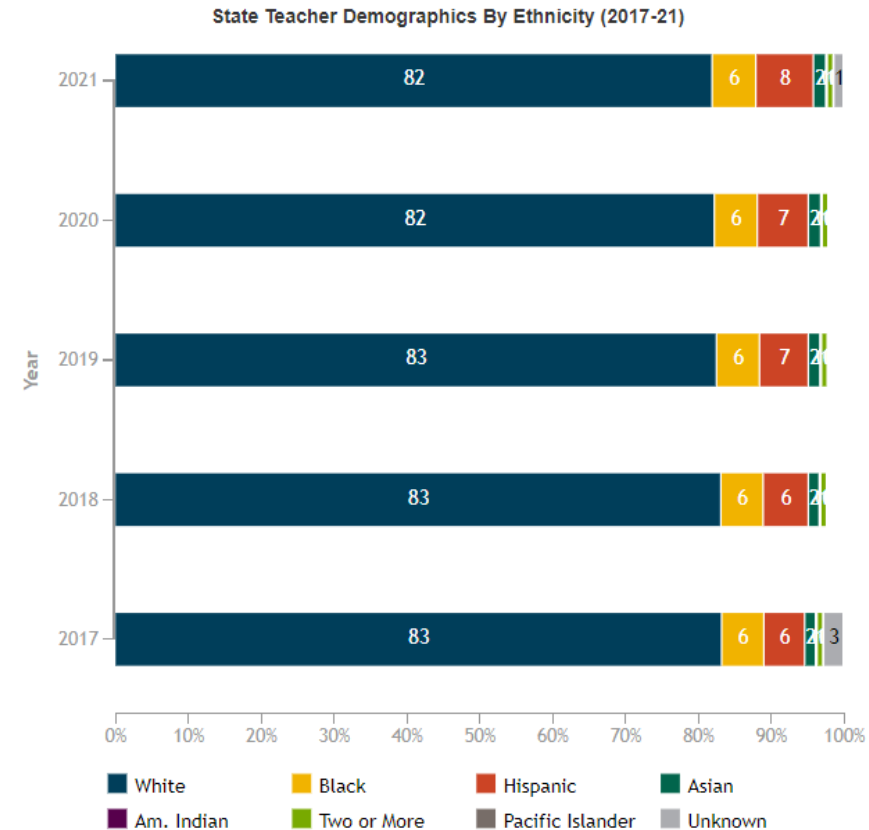
Joliet Township Teacher Demographics vs. Statewide Teacher Demographics



Joliet Township



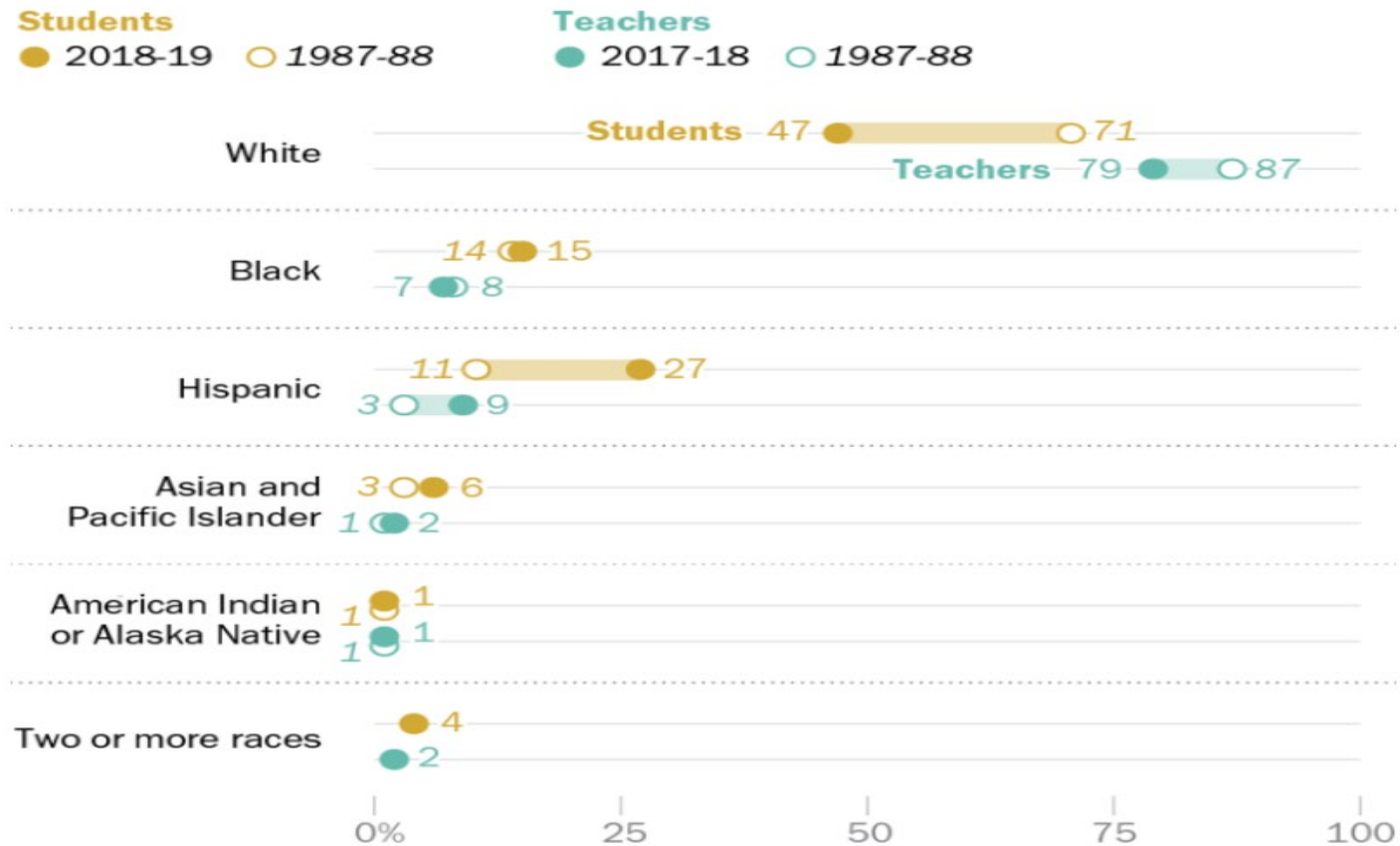
State of Illinois



Racial and Ethnic Makeup of U.S. Public School Teacher and Students

Racial and ethnic makeup of U.S. public school teachers and students has changed over time

% of public school teachers and students who are ____, by year



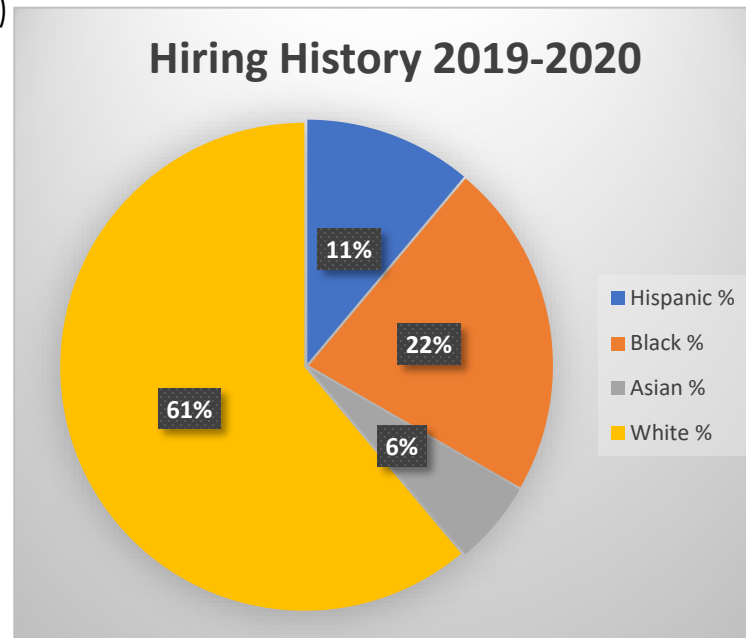
Recruitment & Hiring for the 2019-2020 School Year



Job Fairs

- Eastern Illinois University, Charleston, IL (Fall)
- Chicago Teacher Fair, Oak Brook, IL
- ISPA Job Placement Bureau (Psychologist) Convention
- Aurora University School of Social Workers
- Eastern Illinois Univ./University of Illinois, Champaign, IL (Spring)
- University of Illinois at Chicago, DePaul, Loyola, Chicago, IL
- Illinois Small Colleges Career Fest at Moraine Valley Community College
- Joliet Jr. College, Joliet, IL
- University of St. Francis, Joliet, IL
- Joliet Chamber, Joliet, IL
- Northern Illinois University, Dekalb, IL
- Illinois State University, Normal, IL
- Olivet Nazarene- Education Career Fair
- South Suburban Human Resources/Administrator Job Fair for Teachers

Categorical Number of Hires				
Year	Asian	Black	Hispanic	White
2019-2020	2	8	4	22



High School Teaching (1009 applicants)

<u>Race/Ethnicity</u>		
Asian or Pacific Islander	19	1.9%
Black/African-American	169	16.7%
Chose No Response	34	3.4%
Did Not Respond	157	15.6%
Hispanic	102	10.1%
Not Hispanic	2	0.2%
Two or more races	14	1.4%
White	512	50.7%

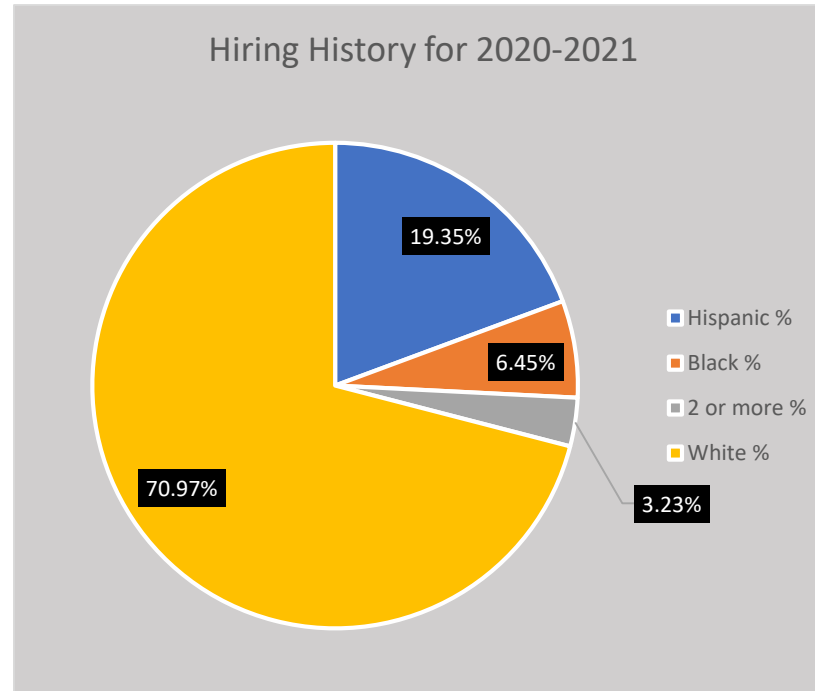
Recruitment & Hiring for the 2020-2021 School Year



Job Fairs

- Chamber of Commerce, Joliet, IL
- Eastern Illinois University, Charleston, IL (Fall)
- Eastern Illinois Univ./University of Illinois, Charleston, IL
- ~~University of St. Francis, Joliet, IL~~
- Northern Illinois University, Dekalb, IL
- Illinois State University, Normal, IL
- DePaul/Loyola University, Chicago, IL
- IRC Job Fair, Bilingual, ESL, Oak Brook, IL
- ~~Joliet Chamber Spring Expo~~
- ISCPA Career Fest, Tinley Park, IL
- Psychology Conference
- ~~Joliet Junior College~~
- Olivet Nazarene
- Sociology Fair
- South Suburban Human Resources/Administrator Job Fair for Teachers

Categorical Number of Hires				
Year	2 or more	Black	Hispanic	White
2020-2021	1	2	6	22



High School Teaching (397 applicants)

Race/Ethnicity		
American Indian or Alaska Native	1	0.3%
Asian or Pacific Islander	10	2.5%
Black/African-American	37	9.3%
Chose No Response	15	3.8%
Did Not Respond	28	7.1%
Hispanic	45	11.3%
Two or more races	7	1.8%
White	254	64%

Recruitment & Hiring for the 2021-2022 School Year

Job Fairs

ALL FAIRS VIRTUAL IN 2021

- February 1, 2021- South Suburban HR/Admin Education Job Fair (Homewood-Flossmoor)
- February 22, 2021-Northern Illinois University Teacher Fair
- March 1, 2021- Eastern Illinois/University of Illinois Education Career Fair
- March 3, 2021- UIC/Loyola/DePaul Education Career Fair
- March 5, 2021- Illinois State University Education Career Fair



Categorical Number of Hires				
Year	2 or more	Black	Hispanic	White
2021-2022	2	3	9	28

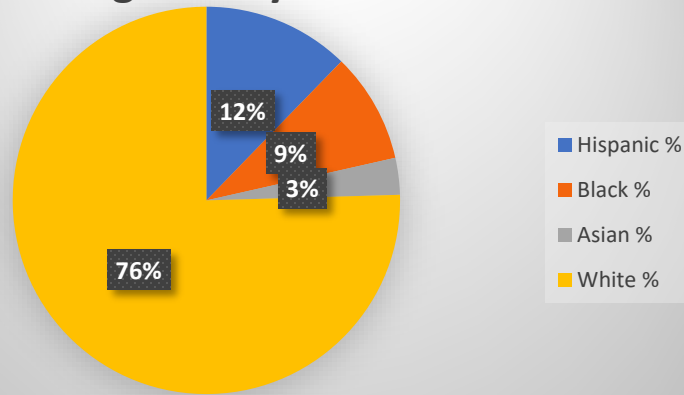


High School Teaching (837 applicants)

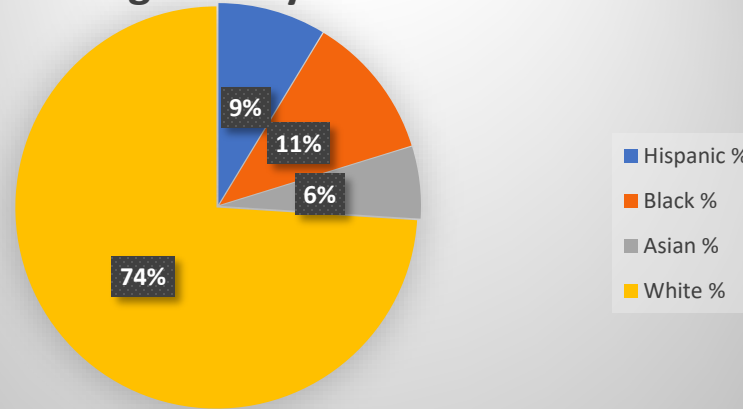
Race/Ethnicity		
American Indian or Alaska Native	1	0.1%
Asian or Pacific Islander	20	2.4%
Black/African-American	74	8.8%
Chose No Response	33	3.9%
Did Not Respond	56	6.7%
Hispanic	83	9.9%
Not Hispanic	4	0.5%
Two or more races	10	1.2%
White	556	66.4%

Hiring Demographics- Yearly Comparison

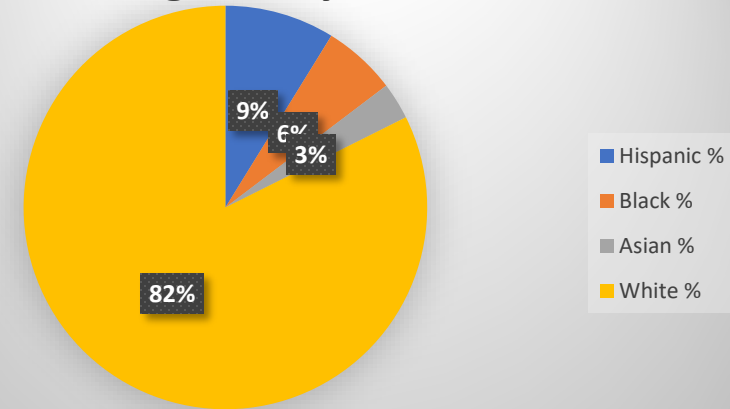
Hiring History for 2016-17



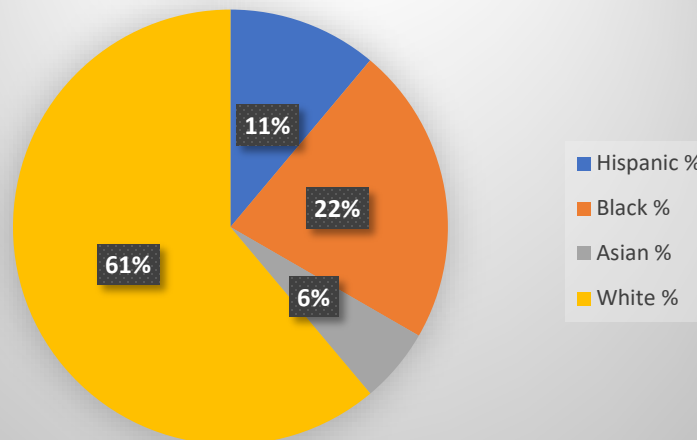
Hiring History for 2017-18



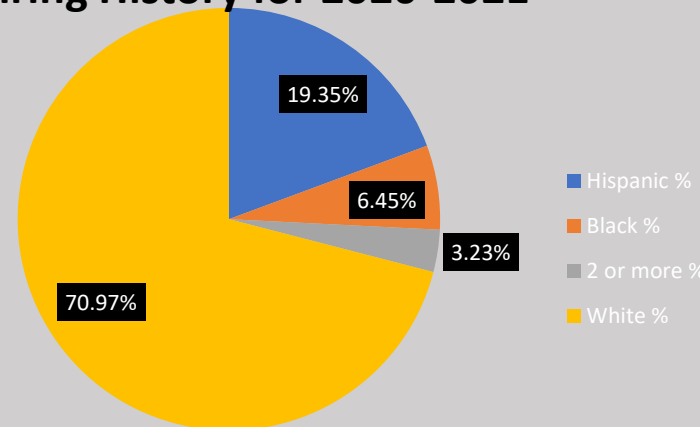
Hiring History for 2018-19



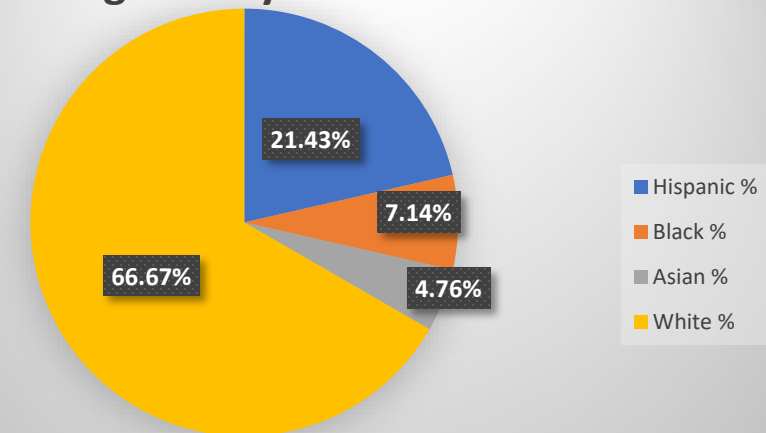
Hiring History 2019-2020



Hiring History for 2020-2021



Hiring History for 2021-2022



Demographic Breakdown of Applicants of color last 3 years- by percentage (Teacher Candidates)



Year	Black	Hispanic	Asian	Other	Total
2019-2020	16.7	10.1	1.9	1.6	30.3
2020-2021	9.3	11.3	2.5	2.1	25.2
2021-2022	8.8	9.9	2.4	1.8	21.9

***10.6% of Applicants chose not to respond or did not respond in 2021-2022

Promotions (Perceived to be a promotion)

- Teachers moving into the following roles:
 - Administration (from teacher or other)
 - Dean, Counselor, Social Worker, Psychologist, IEP Manager, Instructional Coach

Year		Black	Hispanic	Asian	White
2018-2019					
	Admin.	0	0	0	3
	Other	1	0	0	1
2019-2020					
	Admin.	0	0	0	6
	Other	0	0	0	0
2020-2021					
	Admin.	2	0	0	2
	Other	1	0	0	2
2021-2022					
	Admin.	1	0	0	2
	Other	1	1	0	2

Unfilled Public School Teaching Vacancies by Year



- 2017- 1006.8 FTE
- 2018- 1415.7 FTE
- 2019- 1858.2 FTE
- 2020- 1984.9 FTE
- 2021- 1703.6 FTE

**Data taken from Illinois State Board of Education Website*

Teacher Recruitment

- Teacher Fairs
- Emailing HBCU and Hispanic Serving Institutions
- Remind
- Advertising Openings
- Social Media- Facebook, Twitter, LinkedIn
- St. Francis Multicultural Education Recruitment in Teaching (MERIT) – April 2020
- Making Connections with colleagues

Recruitment and Hiring 2022-2023 (Live and Virtual)

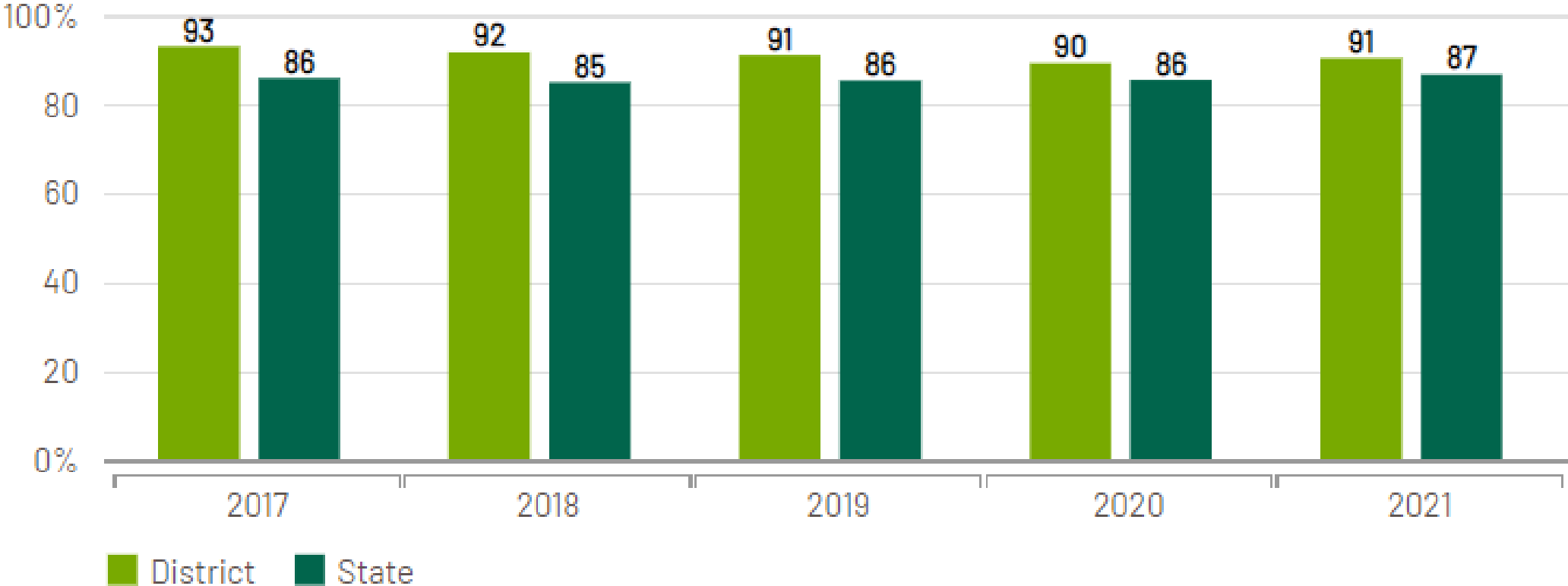


- TBA- Catholic Charities
- TBA- University of St. Francis Career Fair
- January 22, 2022- South Suburban (Homewood-Flossmoor)
- February 1, 2022- May 1, 2022- South Suburban (Virtual)
- January 28, 2022- Western Illinois University (Virtual)
- February 28, 2022-Northern Illinois University Teacher Fair (Virtual)
- March 3, 2022- Illinois State University Education Career Fair (In-Person)
- March 3, 2022- UIC/Loyola/DePaul Education Career Fair (Virtual)
- March 1, 2021- Eastern Illinois/University of Illinois Education Career Fair (Virtual)
- March 11, 2022- North Central College (In-Person)

Growing our own JT Teachers

- University of St. Francis
 - Exploring the Teaching Profession (transitioning to a 2 semester course)
 - ISBE featured story as a model for other districts to model
 - Mentoring Students
- Recruitment of Students by teachers and administrators
- Student Teacher Model (St. Francis/St. Cloud)

Teacher/Administrator Retention Rates



Teacher/Administrator Retention by Race- 4- year trend (new hires)



	<i>Black</i>			<i>Hispanic</i>			<i>Other</i>			<i>White</i>		
	<i>New Hire</i>	<i>Left</i>	<i>PCT. RET.</i>	<i>New Hire</i>	<i>Left</i>	<i>PCT. RET.</i>	<i>New Hire</i>	<i>Left</i>	<i>PCT. RET.</i>	<i>New Hire</i>	<i>Left</i>	<i>PCT. RET.</i>
2017-2018	4.00	1.00	75.00%	3.00	1.00	66.67%	1.00	0.00	100.00%	26.00	4.00	84.62%
2018-2019	3.00	1.00	66.67%	3.00	0.00	100.00%	1.00	1.00	0.00%	28.00	7.00	75.00%
2019-2020	8.00	0.0	100.00%	4.00	1.00	75.00%	2.00	0.00	100.00%	22.00	1.00	95.45%
2020-2021	2.0	0.0	100.00%	6.00	1.00	83.33%	1.00	0.00	100.00%	22.00	2.00	90.91%
	17.00	2.00	88.23%	16.00	3.00	81.25%	5.00	1.00	80.00%	98.00	14.00	85.71%

<u>Category</u>	<u>Total</u>	<u>New Hire</u>	<u>Left</u>	<u>PCT. RET.</u>
All New Hires	2017-2021	136	17	87.50%
of Color	2017-2021	38	6	78.95%
White	2017-2021	98	14	85.71%

Classified Staff Demographics

- 49.8% White
- 33.2% Black
- 16.5% Hispanic
- 0.5% Other

Why is a diversified staff important to JT?

The Need for a Diverse Teaching Staff

"It is also important to expose children to a diverse teaching staff within each of our schools. Every child has a basic right to a great public school with a qualified and caring staff, including educators who look like them, who share similar cultural experiences, and who can serve as role models demonstrating that education and achievement are things to be respected..."

