

# Human Resources and Professional Development Budget Presentation

March 1, 2022



# 2020-2021 GOALS

- Ensure the safety, security, physical and psychological well-being of the students and staff in the school district by collaboratively developing, implementing, and coordinating 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.

**Partially met**

- 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.

**Partially met**

# Highlights of Human Resources

- Transportation
- Pre-School
- Reopened schools safely and all classes fully covered
- Managed COVID-19 testing letters for faculty/staff
- Restructured HR Department
- Remote Work Access

# 2022-2023 GOALS

- 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.

(ON GOING)

- 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.

(ON GOING)

- 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.

(ON GOING)

# Hiring by Demographics

	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multi-Racial		
2020 - 2021	40	0	31	24	2	985	32	Totals:	1,114
2021 - 2022	63	0	34	27	2	999	19	Totals:	1,144
	23	0	3	3	0	14	(-13)	Total Difference:	30

# Personnel Needs 2021 -2022



# Early Childhood Program Fully funded through PEA GRANT

## Project Before at Selover

- Principal (NEW)
- 1 Day and 2 Evening Campus Security Monitors (NEW)
- Nurse (NEW)
- 3 Specials/Relief Teachers (NEW)
- 1 Day 2 Evening Custodians (NEW)

# New Staff Request

- Supervisor of Technology
- SMS school counselor
- SMS Speech/OT/PT
- SMS Gr 6-8 Social Studies Teacher
- WES Special Ed. Teacher
- ELEM ASI Math Teachers (1)
- SWMHS Floating Nurse
- Technology Secretary (P/T)
- Campus Monitors (2)



# Staff Needing to be Replaced

- Replacement Teachers (4)
- Elementary Teachers (4)
- High School (4)
- Middle School (2)

# PROFESSIONAL DEVELOPMENT



# Summer Learning Series - 2021

- Focus: social-emotional learning, diversity and equity, accelerating learning
- 37 classes offered - both in- and out-of-district presenters
- 620 total registrations
- Teachers were paid according to the number of hours in attendance

# Thirsty Thursdays

- Optional after-school, hour-long professional development sessions
- Classes offered for 6-12 staff **AND** PK-5 staff on each Thursday of the month (different start times/content)
- Average of 9 teachers in attendance per session
- Focus on best practices
- Session recordings, hand-outs, and presentations available for teacher reference. The Sayreville University WAKELET is organized by grade level to allow easy access

# Parent University

- One class per month offered January through June
  - January + February Attendance = 46 Parents

Date	Workshop
<b>January 19, 2022</b> <b>6pm</b>	<b>The Language of Behaviors: Understanding Challenging Behaviors: 1 Hour</b> Presenter: Effective School Solutions
<b>February 16, 2022</b> <b>6pm</b>	<b>Destigmatizing Mental Health: 1 Hour</b> Presenter: Effective School Solutions
<b>March 16, 2022</b> <b>6pm</b>	<b>How to Talk to Your Kids about Healthy/Unhealthy Dating Relationships: 1 Hour</b> Presenter: A Partnership for Change

<b>Date</b>	<b>Workshop</b>
<b>April 6, 2022</b> <b>6pm</b>	<b>The Language of Behaviors: Understanding Challenging Behaviors: <i>1 Hour</i></b>  Presenter: Effective School Solutions
<b>May 11, 2022</b> <b>6pm</b>	<b>How to Talk to Your Kids and Survive <i>1 Hour</i></b>  Presenter: Effective School Solutions  <b><i>Please Note: This presentation is limited to twenty participants.</i></b>

# District Transition from Google Classroom to OnCourse Classroom

- 2022 Training Plan includes:

- \*Self-paced, online training module created by Barbara De Santis and available to all
- January/February – Overview of OnCourse Classroom at each building faculty meeting
- April – Drop-In sessions for each building
- January through June – Four Thirsty Thursday classes per month (2 secondary/2 pk-elementary)

# PD On Deck for 2022-2023

Summer	<b>All Buildings</b> – Summer Learning Series Class(es) (TBD)
September	<b>All Buildings</b> – Optional In-Service Class(es) Thirsty Thursday Class(es)
November	<b>All Buildings</b> – Optional SDD Class(es) Thirsty Thursday Class(es)
December	<b>All Buildings</b> – Thirsty Thursday Class(es)