

ANN ARBOR PUBLIC SCHOOLS
LEAD. CARE. INSPIRE.

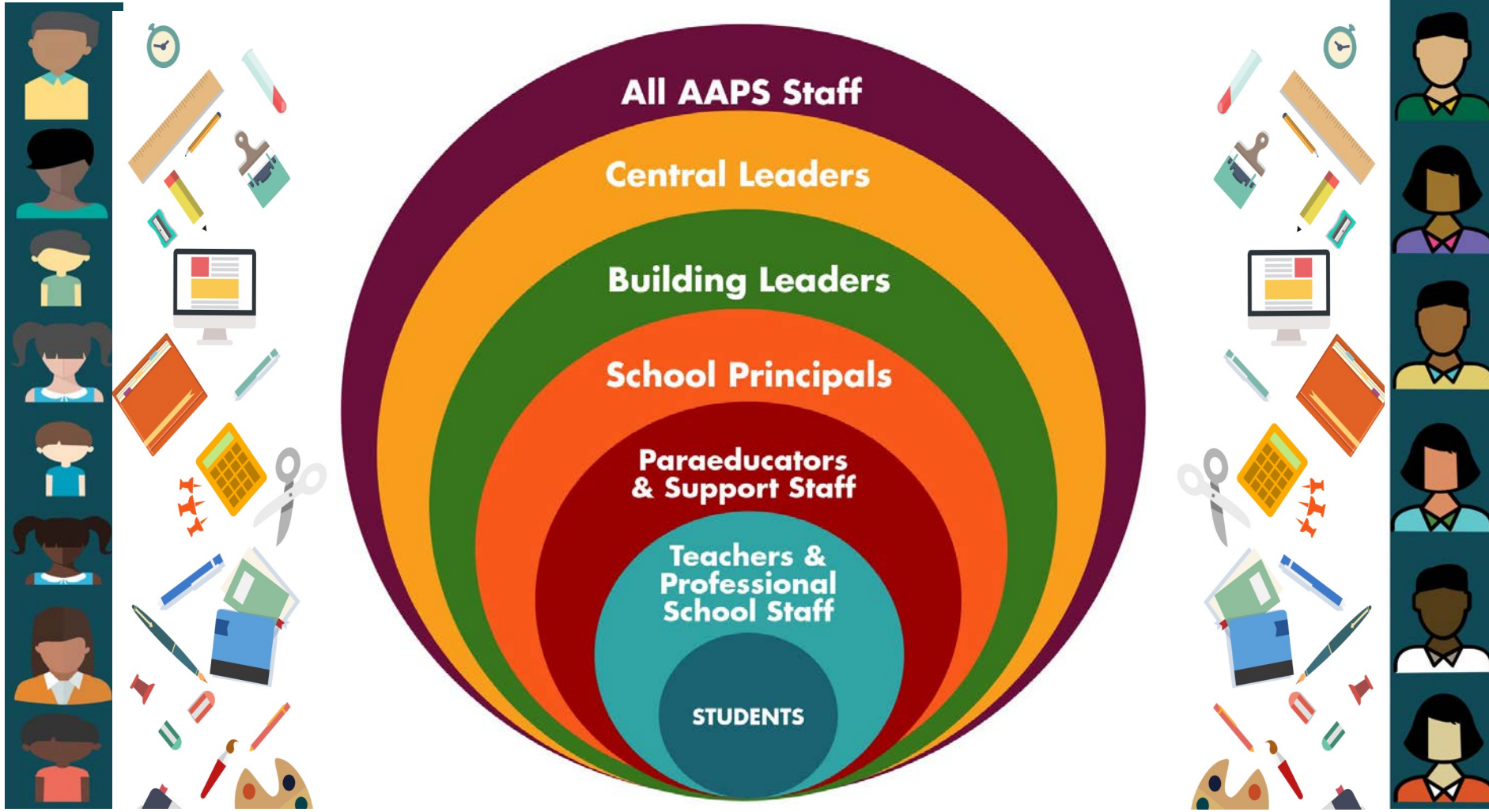


Recruitment and Staffing 2021 Annual Report

Board of Education

December 8, 2021

Amended 12/17/2021



2021-22 Staffing Goals

- ✓ Address unique challenges of staffing during pandemic
 - Higher number of retirements/exits
 - Shallow pool of applicants – professional and support personnel
- ✓ Support staffing needs for the 2021 return to full-time, in-person learning for all our students
- ✓ Support increased staffing needs in Special Education
- ✓ Support increased staffing needs to ensure compliance with health and safety protocols
- ✓ Support the expansion of A2 Virtual Village K-12 (A2 Virtual and A2 Live)
- ✓ Continue commitment to hire a highly-skilled and diverse staff
- ✓ Continue commitment to maintain class sizes at all levels

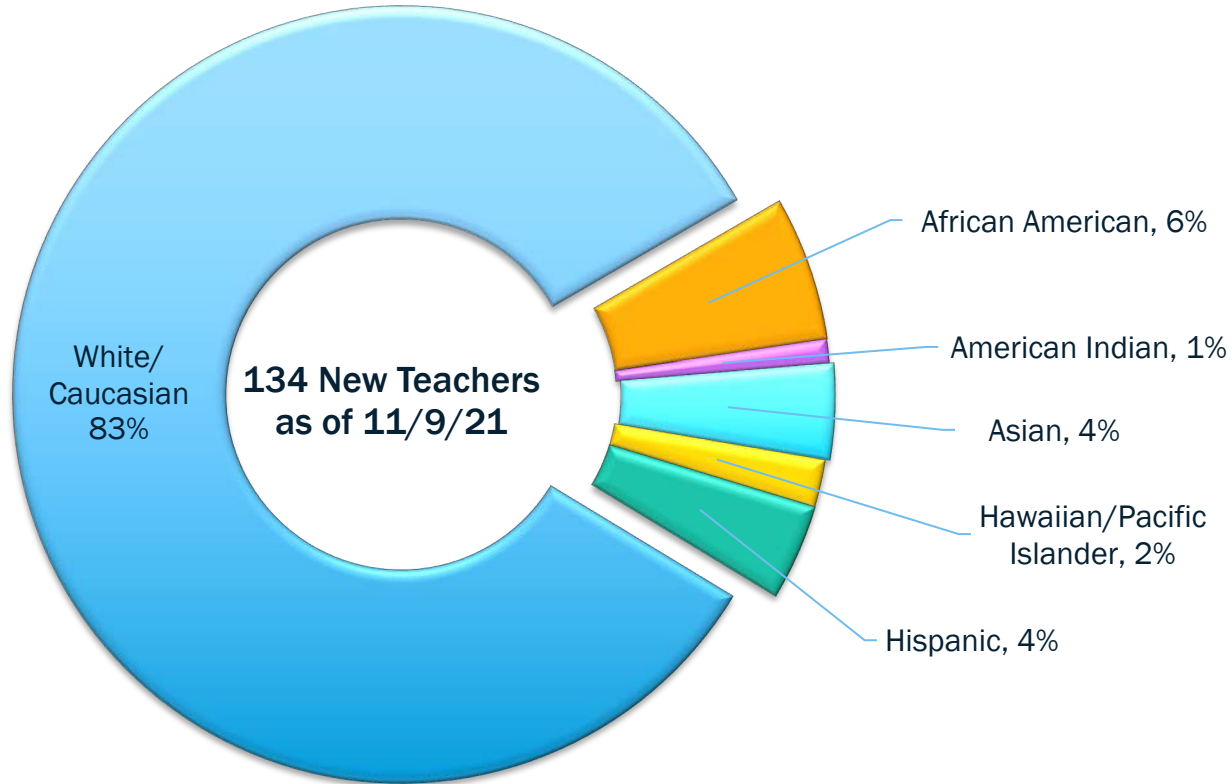


Staff Totals By Group

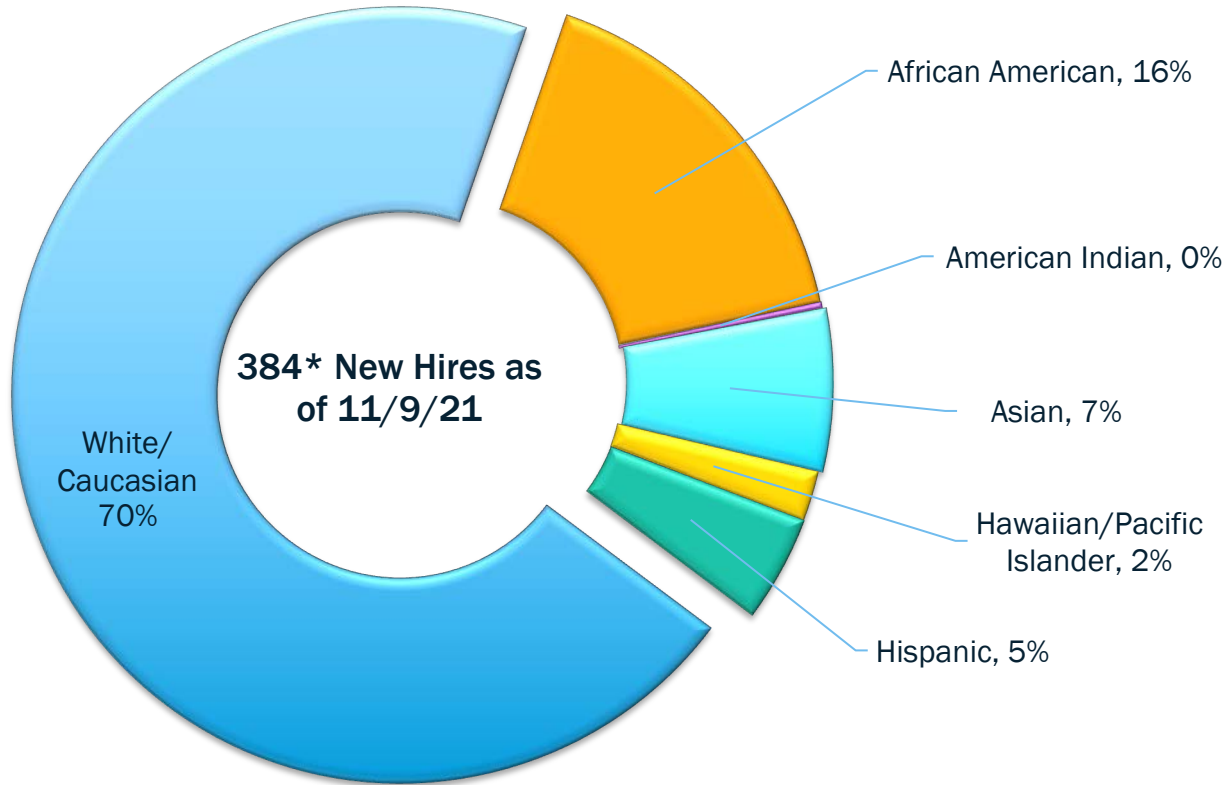
	2021-22
Teachers & Professional School Staff (includes Teachers, Counselors, School Social Workers, Speech Therapists, Occupational Therapists, School Psychologists, School Nurses, Intervention Specialists, Coordinators)	1488
Para Educators & Other School Support Staff (includes Para Educators, Office Professionals, Community Assistants, Rec & Ed Coordinators & Technical Support Personnel)	575
School Principals	32
Building Leaders (includes Assistant Principals, Class Principals, Deans, Assistant Deans, Athletic Directors)	34
Central Leaders (includes District Leadership Team, Directors, Assistant Directors)	24
TOTAL*	2153

*Staffing numbers are fluid and change daily
This number represents full time equivalency (FTE) not headcount as of November 9, 2021.

Teachers New to AAPS



All New AAPS Hires



*Includes contract and hourly staff

“ Good schools, like good societies and good families, celebrate and cherish diversity.

Deborah Meier





Diversity Core Values

In the Ann Arbor Public Schools, we:

- ✓ Respect diversity, celebrate and benefit from a rich, diverse learning and work environment, and understand that diversity strengthens the organization.
- ✓ Recognize that diversity supports all creative energies and cultivates new talent not before recognized.
- ✓ Acknowledge diversity as a strength both within the Ann Arbor community and in the Ann Arbor Public Schools.
- ✓ Understand that our students and staff benefit from the many perspectives and rich culture of a diverse educational environment.
- ✓ Know that it is beneficial for students to have diverse and positive role models at school, and across our AAPS organization.
- ✓ Know that students who learn, grow, and succeed in a diverse K-12 environment will be much better prepared to take their next steps in a diverse world.

ANN ARBOR PUBLIC SCHOOLS
LEAD. CARE. INSPIRE.

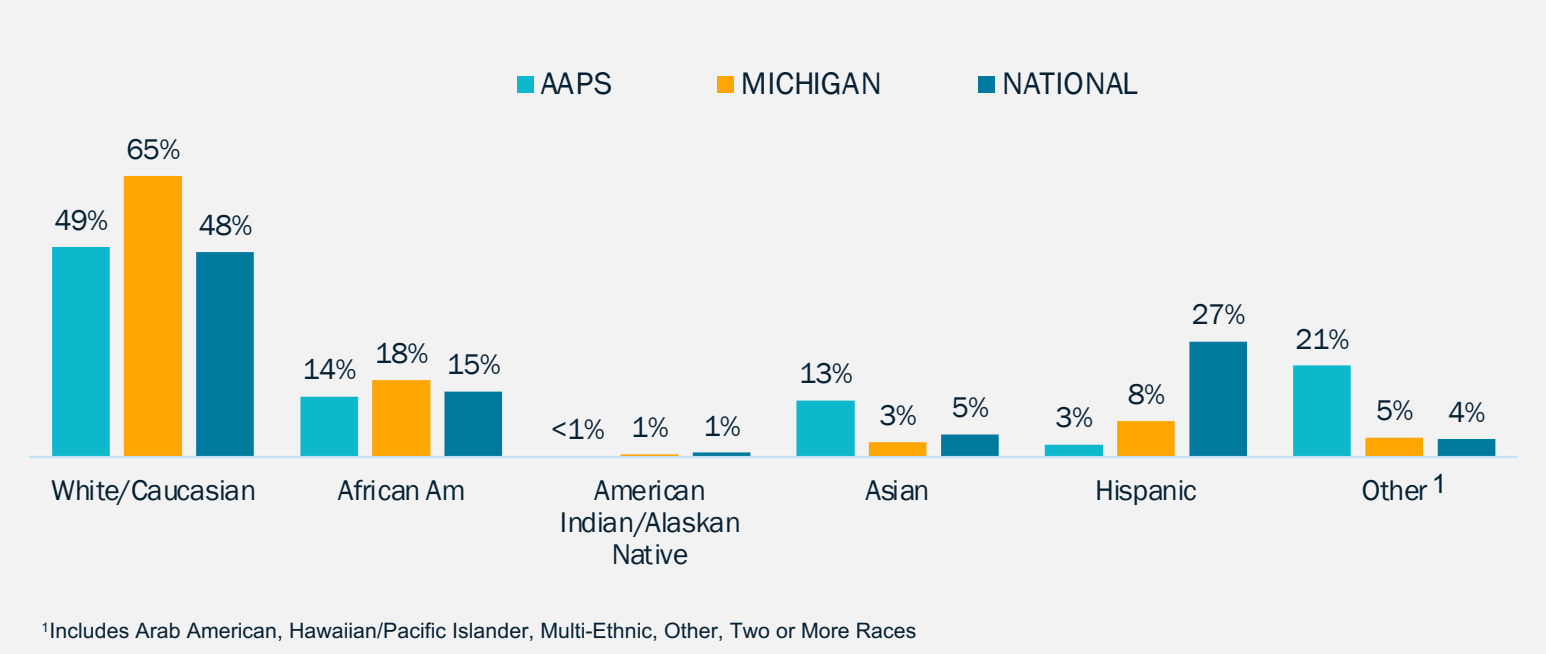


Student and Teacher Race/Ethnicity Data State and National Comparison



Student Comparison

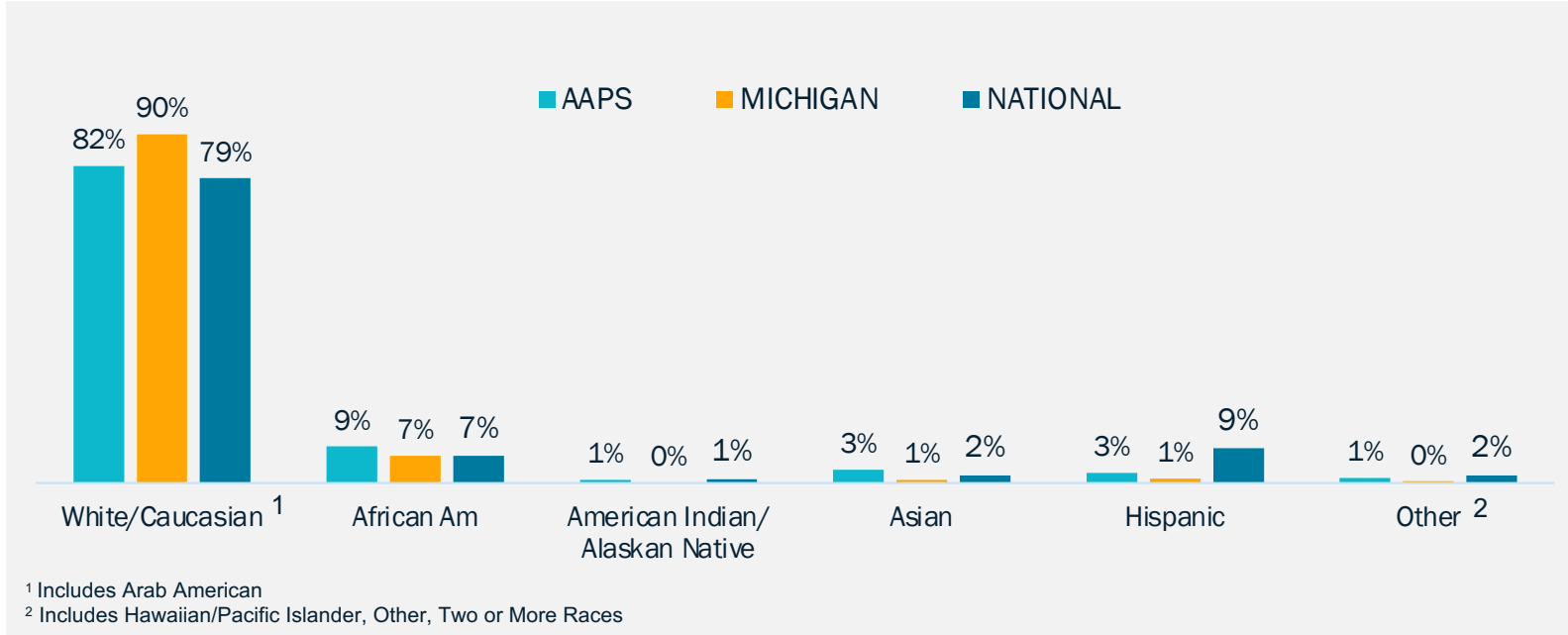
AAPS / State / National



AAPS Source: 2020-21 Student Enrollment Data
 Michigan Source: 2019-20 MI School Data Student Count Snapshot
 National Source: National Center for Education Statistics, 2017-18

Teacher Comparison

AAPS / State / National

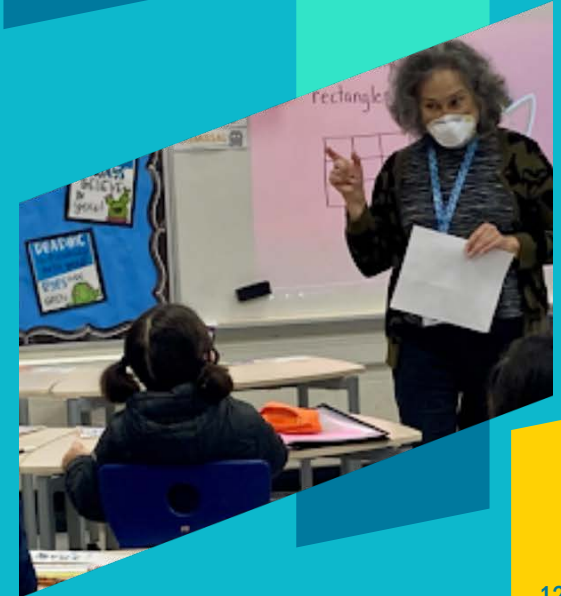


AAPS Source: 2020-21 New World Data 11-09-2021
 Michigan Source: 2019/20 MI School Data Staffing Count Snapshot
 National Source: National Center for Education Statistics, 2017/18

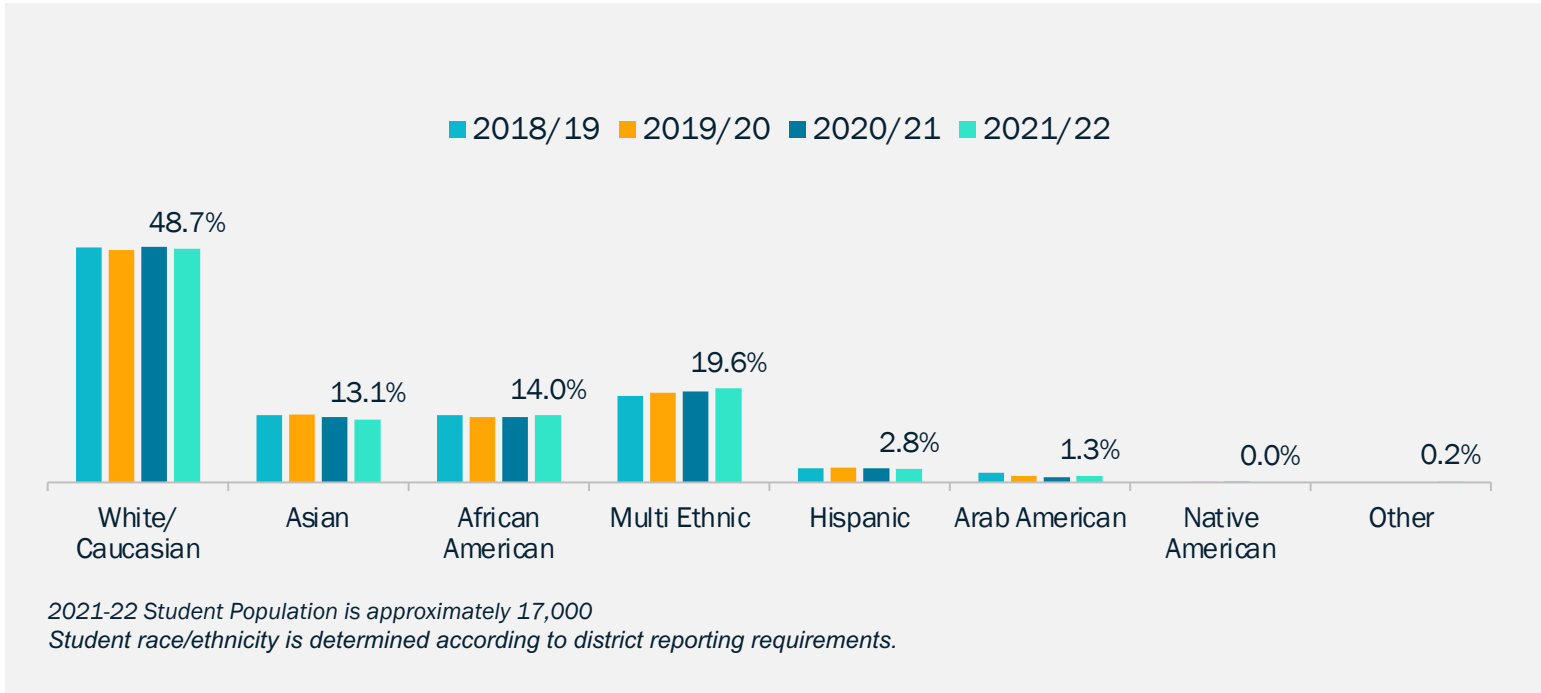
ANN ARBOR PUBLIC SCHOOLS
LEAD. CARE. INSPIRE.



Student and Staff Race/Ethnicity Data 4-Year Comparison

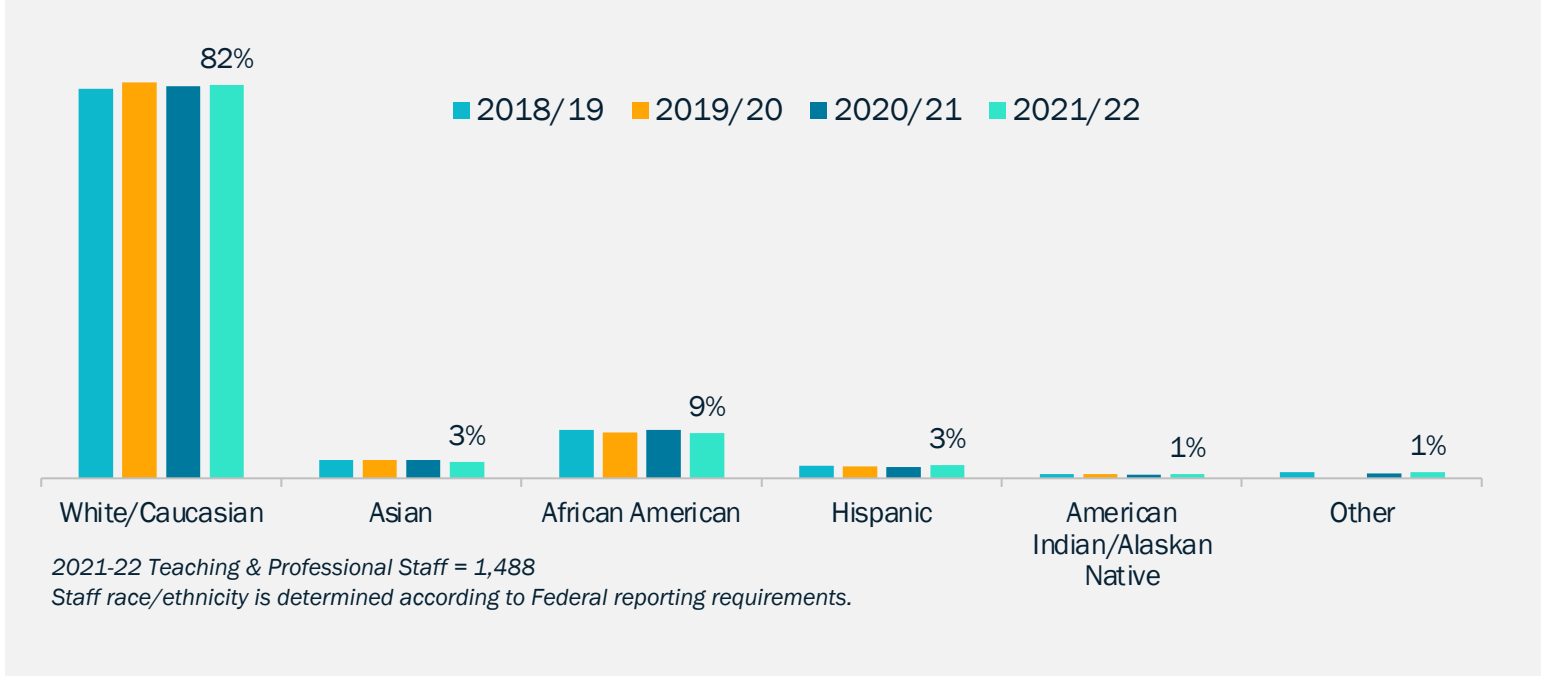


AAPS Student Population



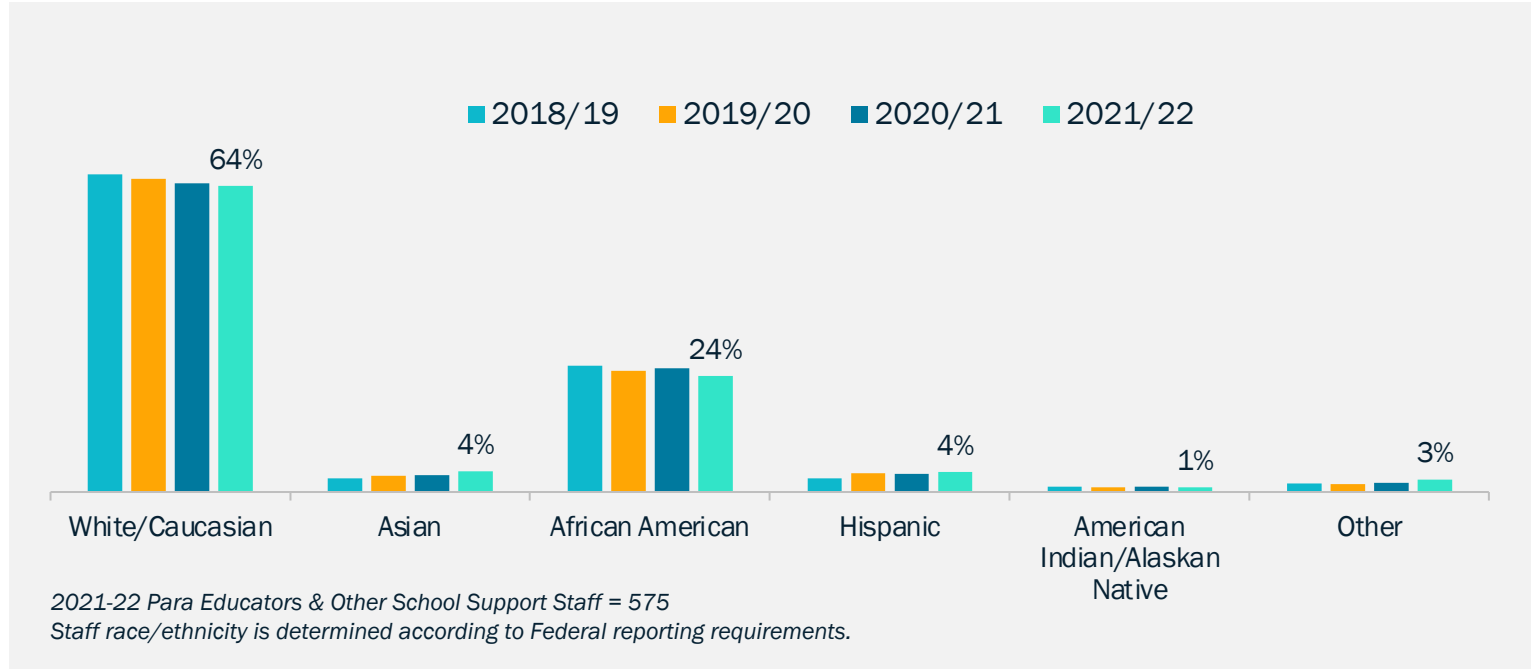
Teachers & Professional School Staff

(Teachers, Counselors, School Social Workers, Speech Therapists, Occupational Therapists, School Psychologists, School Nurses, Intervention Specialists, Coordinators)

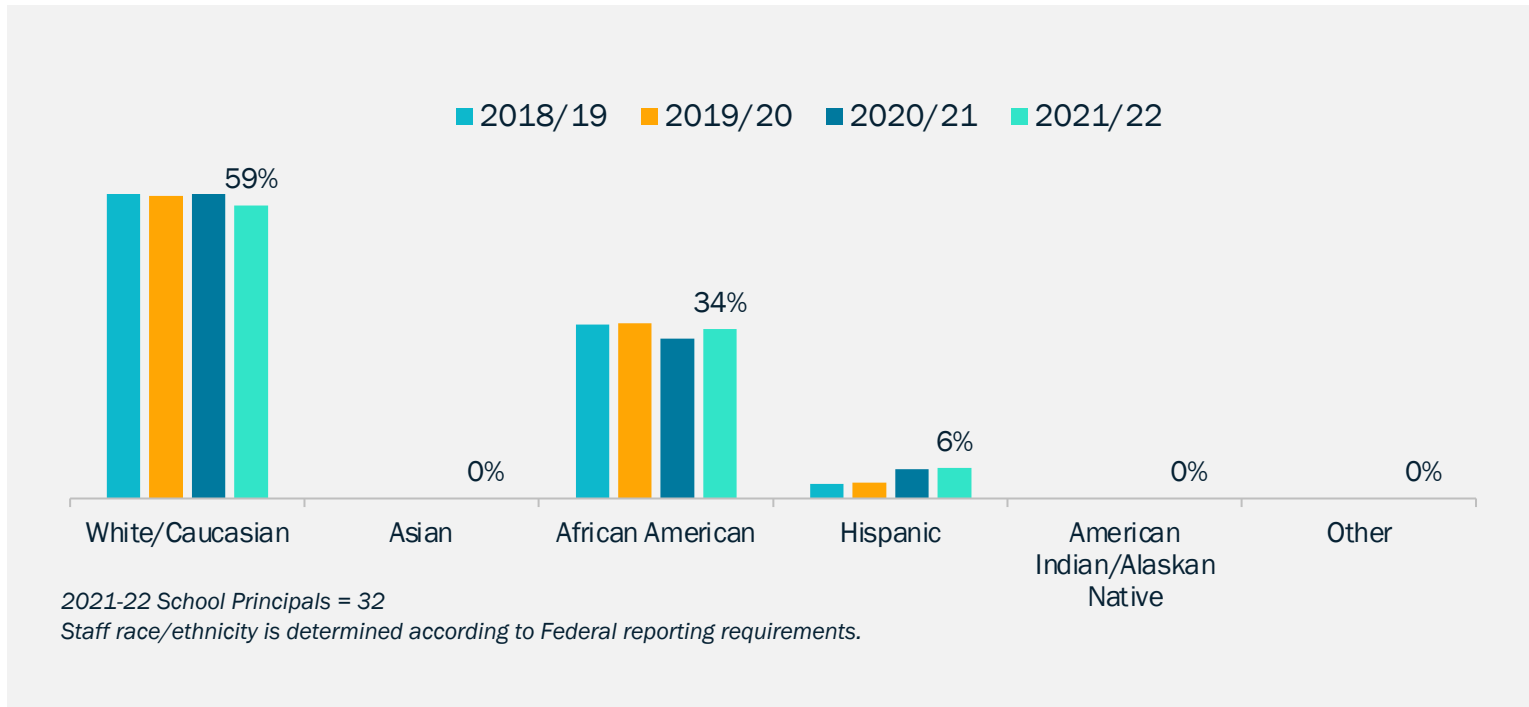


Para Educators & Other School Support Staff

(Para Educators, Office Professionals, Rec & Ed Coordinators & Technical Support Personnel)

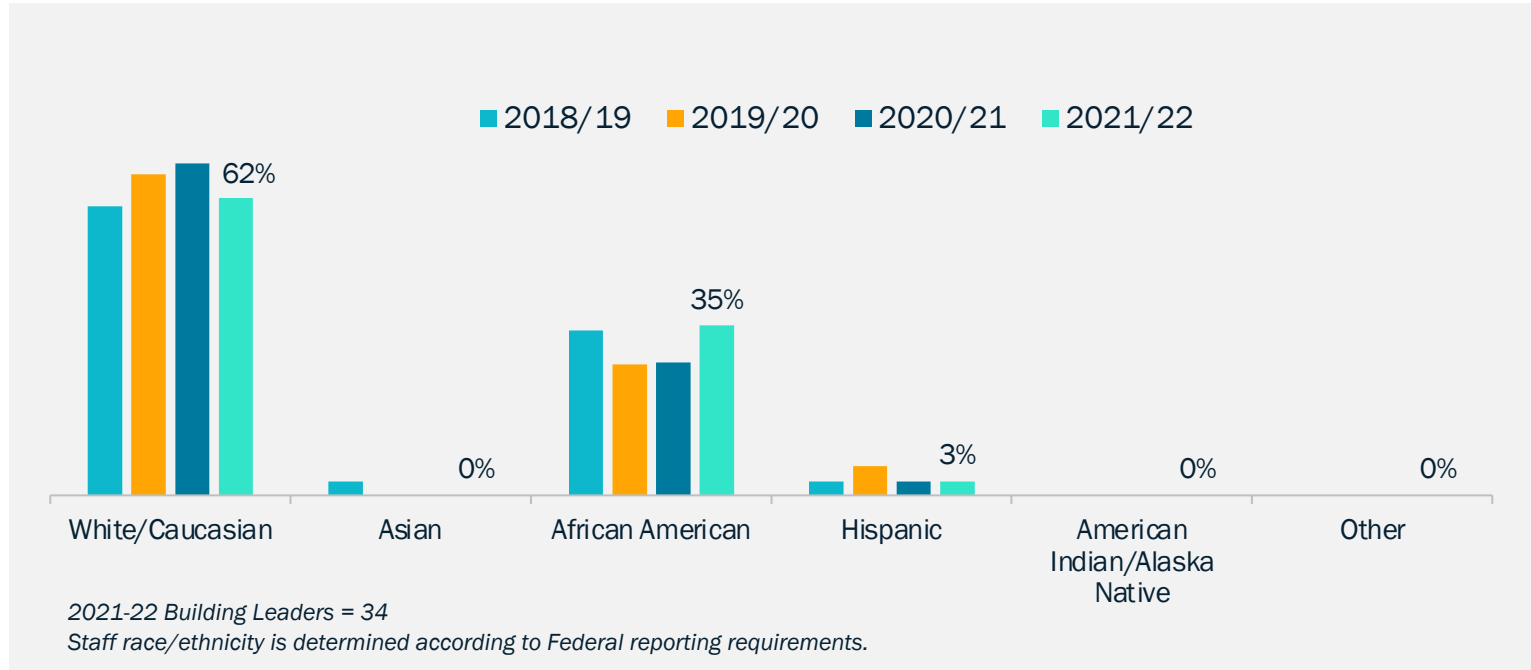


School Principals



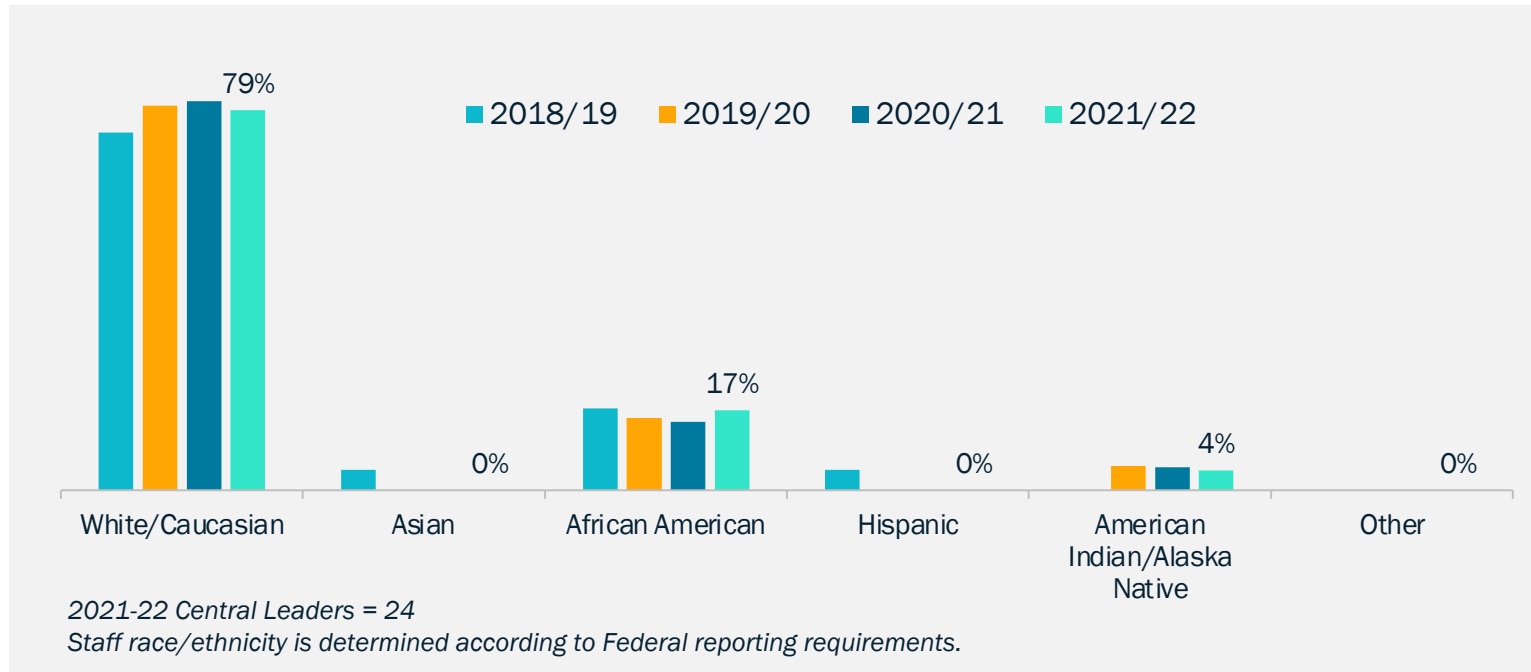
Building Leaders

(Assistant Principals, Class Principals, Deans, Assistant Deans, Athletic Directors)



Central Leaders

(District Leadership Team, Executive Directors, Assistant Directors)



ANN ARBOR PUBLIC SCHOOLS
LEAD. CARE. INSPIRE.

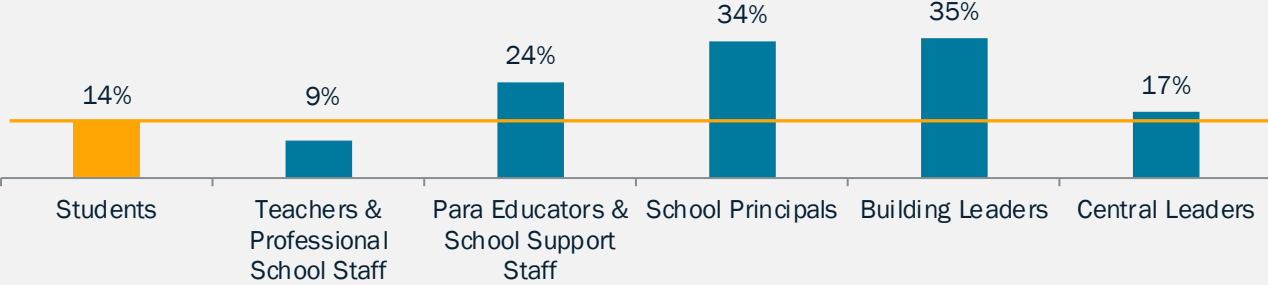


Student and Staff Race/Ethnicity Comparison



AAPS Staff/Student Comparison

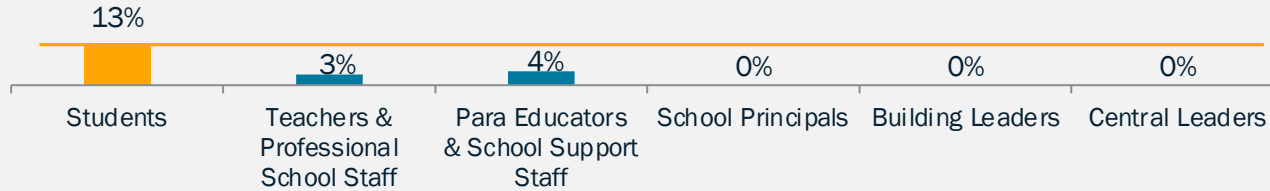
African American Representation



*Student race/ethnicity is determined according to District reporting requirements.
Staff race/ethnicity is determined according to Federal reporting requirements.*

AAPS Staff/Student Comparison

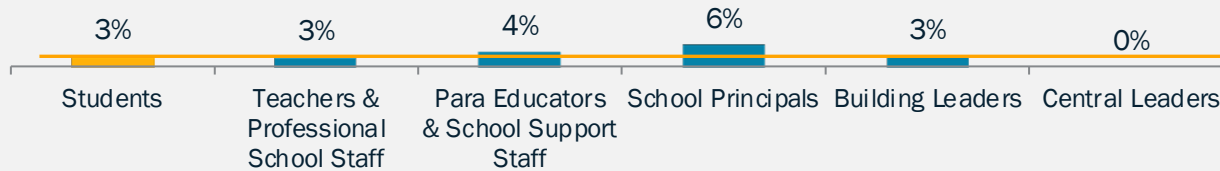
Asian Representation



*Student race/ethnicity is determined according to District reporting requirements.
Staff race/ethnicity is determined according to Federal reporting requirements.*

AAPS Staff/Student Comparison

Hispanic Representation

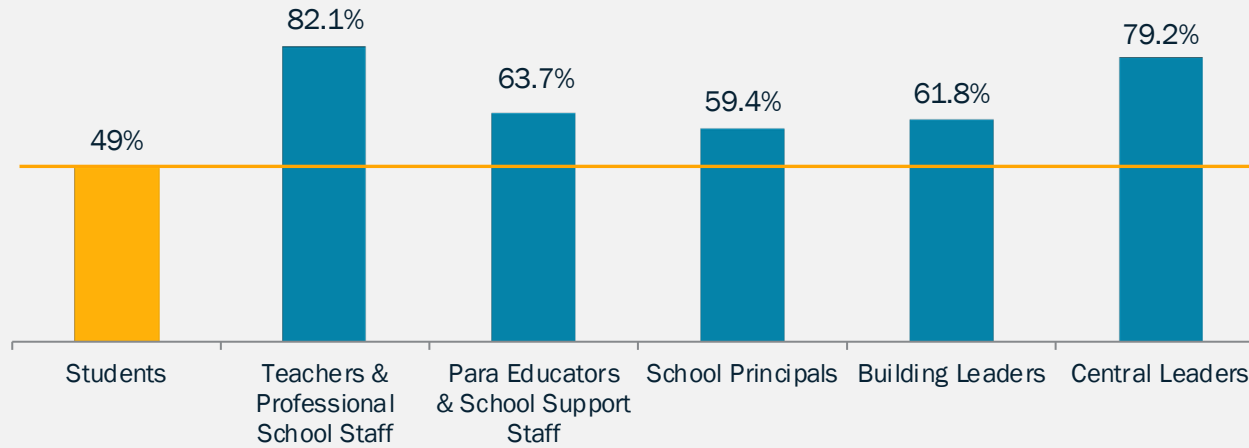


Student race/ethnicity is determined according to District reporting requirements.

Staff race/ethnicity is determined according to Federal reporting requirements.

AAPS Staff/Student Comparison

White/Caucasian Representation



*Student race/ethnicity is determined according to District reporting requirements.
Staff race/ethnicity is determined according to Federal reporting requirements.*

Teacher & Staff Recruitment, Hiring and Retention

New Processes for 2021

- ✓ Hosted **AAPS Teacher and Support Staff Virtual Job Fairs** in September, October and November.
 - 110 applicants attended these fairs
 - Diverse group of applicants were considered
 - On the spot screening interviews were held
 - 93 applicants were advanced in our selection process
 - Pool of viable candidates shared with principals to move forward in the hiring process
 - Many applicants were offered positions
- ✓ **Hired 5-6 guest teachers assigned to every building**
- ✓ Recruiting a **pool of guest teachers** for 22-23 school year
- ✓ Held **weekly new hire orientations** to introduce and reinforce district values on diversity and equity.
 - Hired 408 employees since July 1st; 134 of these are teachers
 - New hire orientations continue to average 15-20 participants each week
- ✓ Managed **shift in nature of hiring timelines** – new trends
 - Hiring is ongoing
 - Mid-year movement is on the rise
 - Staff leaving due to pandemic
 - Staff retiring/resigning at unusual times of year
- ✓ Created an **electronic work format** and flow for hiring recommendations
 - Developed **paperless hiring recommendation process**
 - Able to capture electronic signatures and approvals
- ✓ Exploring other electronic document handling options for HR
 - Piloting a **new form management system** to go live in 2022
 - Shifting to **electronic personnel files**
- ✓ Launched **HR On the Road** to remotely provide an ongoing positive HR presence and access for the buildings.

New Teacher Recruitment and Retention

Ongoing Action Plan

- ✓ Continued **collaboration with EMU and WISD to support AAPS paraeducators in pursuit of teaching certification in emotional impairment.** (currently 9 AAPS paraeducators are participating)
- ✓ Job postings are sent nationally and posted on job posting boards.
- ✓ Develop **network of key University and Organizational contacts** for outreach to minority candidates:
 - Eastern Michigan University
 - Michigan State University
 - University of Michigan
 - Wayne State University
 - Historical black colleges, sororities and fraternities
 - National Alliance of Black School Educators (NABSE)
 - Michigan Roundtable for Diversity and Inclusion
- ✓ Attend **annual teacher fairs** to recruit and provide AAPS materials to local and historically black universities
- ✓ Continue to **assist and follow student teachers** and substitute minority candidates to contact when positions become available
- ✓ **Provide student teaching access and the opportunity to interview** for available teaching positions upon graduation
- ✓ Continuously **seek new advertising opportunities** and best avenues for recruitment such as social media, education publications and job boards (i.e., Linked-In, Facebook, Twitter, etc.)
- ✓ Collaborate with **AAEA Minority Affairs Committee** to support and retain minority candidates
- ✓ Collaborate with district wide **Equity Team**
- ✓ **Expand our 'Grow Your Own'** program for outreach to AAPS paraeducators and other support staff interested in pursuing teaching certification

AAPS “Grow Your Own” Program

ShaRhonda Jones

- ▶ First Grow Your Own candidate
- ▶ Worked through college
- ▶ Student teacher at Carpenter
- ▶ Interviewed and hired as teacher
- ▶ Taking final class for Masters of Education in Administration and Supervision



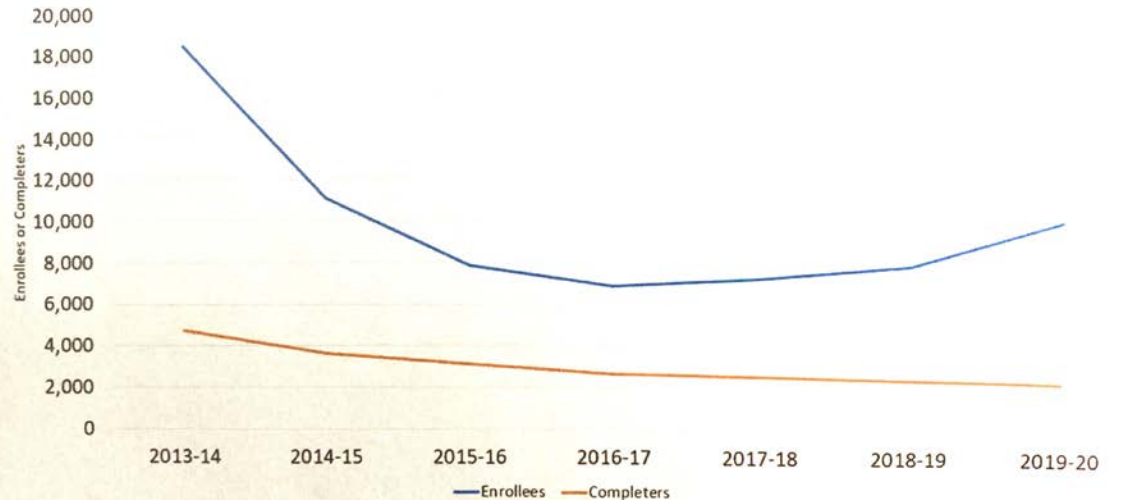
Challenges

Educator Workforce Trends

National Educator Shortage

- ✓ Michigan Teacher Preparation Universities reporting decreased enrollments
- ✓ Critical shortage lists are growing

Michigan Teacher Preparation Enrollment



Source: U.S. Department of Education, Title II Report

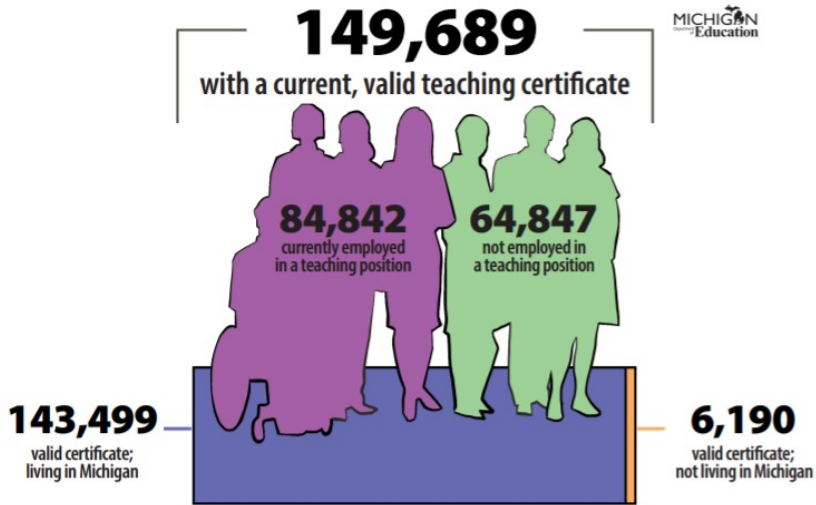
Challenges

Educator Workforce Trends

- ☑ Teachers holding valid certifications are not working in the field of education

TEACHING CERTIFICATES

The graphic below outlines the number of individuals who hold a valid teaching certificate as of October 2020. To understand Michigan's available pool of educators, this group of individuals was examined to determine whether they reside within Michigan and whether they were employed as teachers in the most recent REP collection. (For additional details, see appendix pages 68-72.)



NOTE: includes individuals holding a valid teaching certificate with an issue date on or after January 1, 1980 and are less than the age of 70.

SOURCE: MOECS certification records and CEPI employment records (as part of previously unpublished dataset).

ANN ARBOR PUBLIC SCHOOLS
LEAD. CARE. INSPIRE.



Guest Teacher Report

 **EDUStaff**
**OUR DISTRICT
NEEDS YOU!**



EDUStaff is an educational staffing company that specializes in training and providing quality substitute teachers (or guest teachers), substitute paraprofessionals, and other employee types to our partnering school districts. Founded in 2010, EDUStaff has quickly become known in the educational community for providing outstanding customer service to our partnering school districts our external employees, and our substitute paraprofessionals.

Guest Teacher Recruiting Efforts

- ✓ To date 428 active guest teachers are actively working in AAPS; 768 active in EduStaff system
- ✓ Our ITD continues to provide Schoology training on a weekly basis with 8-10 new guest teachers participating each week
- ✓ Partnering with EduStaff we continuously recruit and market for additional guest teachers
- ✓ Recruiting retired teachers – to date AAPS has 17 retired teachers working as guest teachers in the district
- ✓ Identifying para educators qualified to guest teach as stipulated in the AAPS/AAEA-P MOU – to date 66 trained paras are actively guest teaching
- ✓ Offering teachers an opportunity for additional hourly work during their planning periods
- ✓ Increased number of dedicated building guest teachers to each location
- ✓ Exploring district level guest teachers that can be assigned on a daily basis
- ✓ Offering premium rates for Monday or Friday

Next Steps – Building Pipelines

We are committed to continuing our efforts to hire, support, and engage minority staff

- ✓ Continue to increase partnerships in an effort to collaboratively obtain additional resources and partnerships that focus on minority recruitment
- ✓ Set expectations to ensure current AAPS staff are able to work in a diverse environment
- ✓ Enhance programs to retain minority staff once hired
- ✓ Make certain that all staff are aware of the Equity Team plan that is designed to focus on diversity, equity, inclusion and accountability
- ✓ Continue to provide annual diversity and sensitivity training to all staff
- ✓ Recruit for strong, diverse, candidate pools and hire the very best candidates
- ✓ AAPS Virtual Job Fairs will continue
- ✓ Interview teams require diverse representation of staff
- ✓ Professional Development incorporates equity throughout
- ✓ Continue to work with and include AAEA Minority Affairs Committee in our recruitment and hiring efforts

ANN ARBOR PUBLIC SCHOOLS
LEAD. CARE. INSPIRE.



Recruitment and Staffing 2021 Annual Report

Board of Education
December 8, 2021

