



# Invest IN YOU



**HUMAN CAPITAL  
MANAGEMENT UNIVERSITY**



**We Are Your Schools**

**Board Presentation**  
April 22, 2024





# **Human Capital Management Department**

**Ramona Coleman**

**Amanda Ladig**

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**We Are Your Schools**



# Who Are We?

Human Capital Management (HCM) focuses on the

**development, optimization, and retention**

of the whole employee to increase their value to Fort Wayne Community Schools. If we

**empower all district staff and build their capacity,**

then our students will be inspired to become productive, responsible citizens who use their knowledge and skills to contribute to society.



# Current Professional Learning Comm

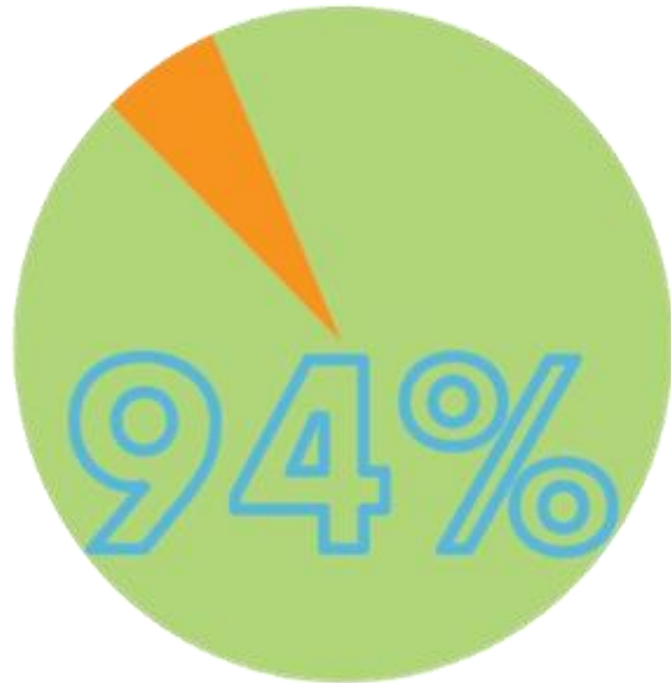
Leadership I	84	Potential Leaders	25
Leadership II	90	New Administrators	21
Leadership III	43	District Support	69
Instructional Coaches	63	Potential Coaches	19
Case Managers	35	Administrative Assistants	62
Counselors/Therapists	100	Media Center Clerks	36
Interventionists	48	Potential Interventionists	12
Transportation	184	Nutrition Services	153
Nurses/Aides	68	New Teachers	172
Licensing	220	Trailblazers	20

Total: 1,506

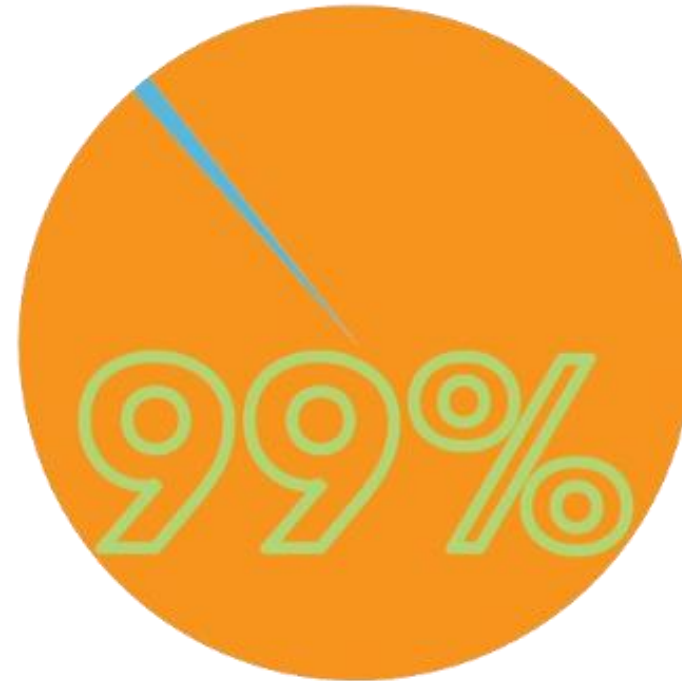


# New Teacher Orientation Data

159 Teachers Attended at Least One Day of NTO



**Finished the Year**



**Signed Intent to Return Form**



# \*New Teacher Orientation - Year 2\*

We are excited to announce that our Inspiring Speaker is

Principal Kafele

Monday, July 22, 2024

A graphic poster for the New Teacher Orientation 2024. The top left features the FWCS logo (four colored bars: green, orange, grey, blue) with the text "FWCS" and "We Are Your Schools" below it. The top right features the HCMU logo (a tree with the text "HONG KONG CAPITAL MANAGEMENT UNIVERSITY" and "HCMU" and "EAST WAYNE COMMUNITY SCHOOLS" around it). The center has the text "Save the date!" in a large, blue, cursive font. The bottom left has the text "New Teacher Orientation 2024" in white, followed by "July 15-19 & 22-26" and "8AM-3PM" in white. The bottom right has a list of benefits in white text on a dark grey background.

**FWCS**  
We Are Your Schools

HONG KONG CAPITAL MANAGEMENT UNIVERSITY  
**HCMU**  
EAST WAYNE COMMUNITY SCHOOLS

*Save the date!*

**New Teacher Orientation  
2024**  
July 15-19 & 22-26  
8AM-3PM

- Paid Training
- IgnitED Conference
- Technology
- Guest Speakers
- Curriculum & Lesson Planning
- Access to Resources
- District Leadership & Supports On-site
- Daily Giveaways
- Well-Being
- Earn 60 PGP



**We Are Your Schools**

# New Teacher Feedback

**Conscious Discipline** is amazing! I will totally apply this in my classroom by creating a **classroom community**, caring for each individual student while also caring for myself. I will continue to host a "**safe space**" in my classroom and use the breathing techniques to **regulate emotions** and support with transitions.

– Michal Miller  
(Miami)

I learned about district wide **ELL resources** and who I can go to for help on that. My school is incredibly diverse so knowing the proper channels and who to work with will help me **maximize my efficiency** in the classroom so that **all students feel seen and included**.

– Isaiah Rivera  
(South Wayne)

I loved the keynote speaker (at New Teacher Orientation). She **inspired** me to look at education differently. I would apply this by how I **introduce/encourage the culture** of my class.  
– Lori Kramer (Snider)



# 2024 Community Connections

## Stephen M.R. Covey Parent Symposium

July 9, 2024

Parkview Mirro Center  
More Details to Come

July 27, 2024

Indiana Tech

Topics include:

- Schools of Success
- Portrait of a Graduate
  - Bullying
  - Safety
  - Technology
  - Mental Health
- Community Resources



**TRUST  
&  
INSPIRE**







# Upcoming 2024-2025 Professional Learning Communities

## Onboarding Orientations Substitute Teachers



# **\*NEW\* Onboarding Orientation**

- **Every NEW Employee Hired**
- **Year-long Onboarding Process**
- **In-Person & Required**
  - **June-August: Every Friday 8am-4pm**
  - **September-May: Every Other Friday 8am-4pm**
- **Job Specific Professional Learning**



Mission,  
Vision,  
Values

FWCS  
History &  
Culture

Portrait  
of a  
Graduate

Well-  
Being  
Strategies

Schools of  
Success

Security &  
Technolog  
y

Total  
Rewards  
Overview

Mandatory  
State/  
District  
Trainings



# **\*NEW\*** Substitute Institute

→ **Open to ALL Substitutes**

→ **Launch Date: July 24, 2024 8:00am-12:00pm**

→ **8 Additional Monthly PL Sessions: 4:00pm-5:30pm**

- **Substitute Expectations**
- **Well-being Strategies**
- **Classroom Management 101**
- **Literacy**
- **Technology**
- **Safety & Security**
- **Numeracy**
- **Lesson Planning**
- **Wrapping Up the Year**

→ **Collaboration & Problem Solving**



# Freshman Schools of Success

## Building Team PLs

Freshman staff will continue engaging in Schools of Success PL during the summer.

June  
2024

## Building Team PLs

Building staff continue engaging in Schools of Success PLs that create team development.

April  
2024

May  
2024

## Building Team PLs

Building staff continue engaging in Schools of Success PLs that create team development.

## Freshman Schools of Success

Forming Teams & Buildings  
Developing Professional Learning Plans

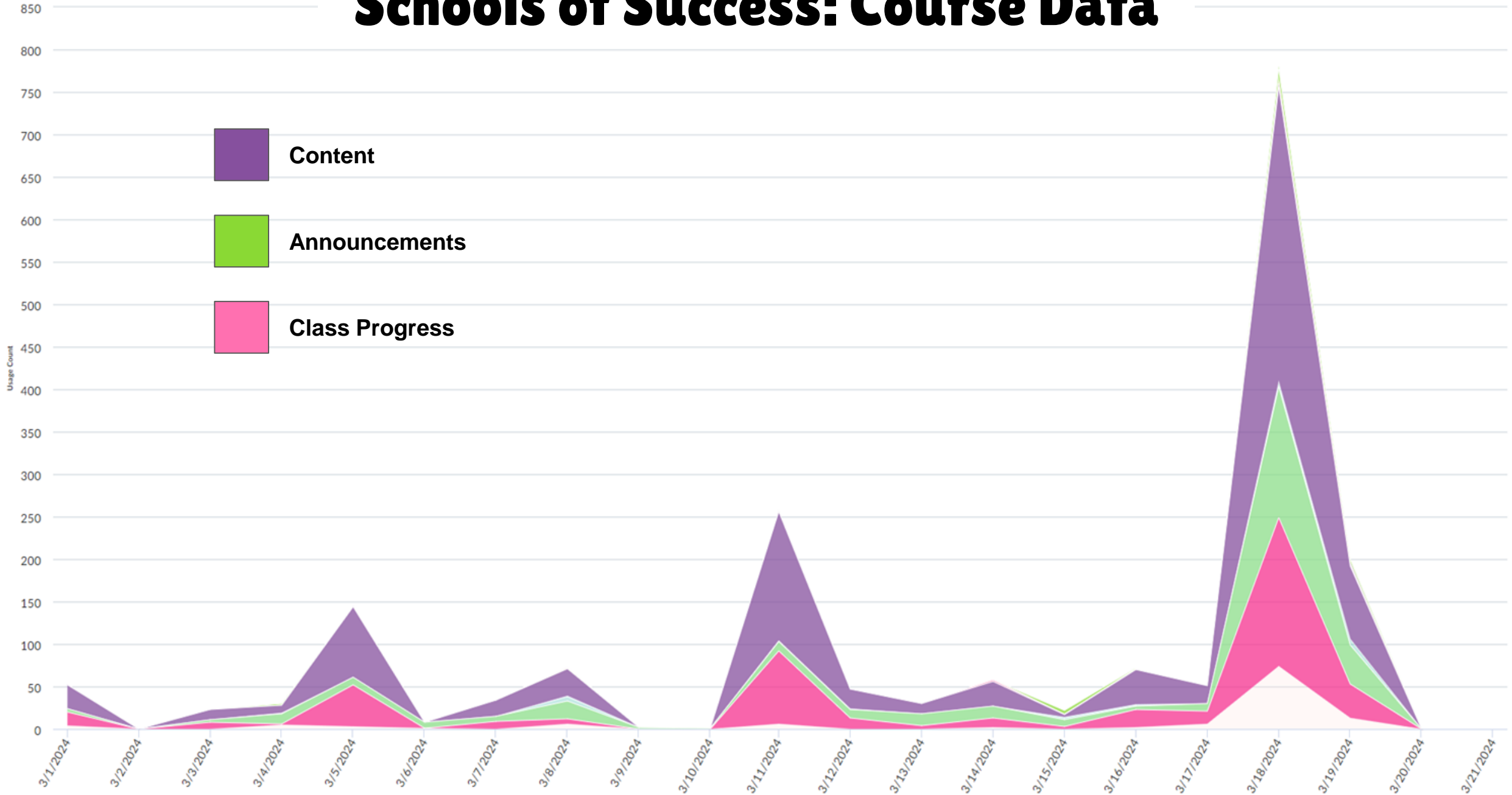
February  
2024

March  
2024

## Building Team Development

Akron In Action Visit & Building-Based Professional Learning

# Schools of Success: Course Data



# Schools of Success March Waiver Day Feedback

I have had a lot of exciting things to think about today. I have enjoyed getting my feet wet with 3DE and Schools of Success and look forward to **continued collaboration** with the teams in this small group learning opportunity. I am excited to **establish norms and to have more information about what this will look like** in day to day implementation.

- Tara Chandler  
(South Side)

I think we all left with a better **picture of where we are headed** and how powerful, engaging, and meaningful the Schools of Success will be for our kids! The day was well spent and made people more **confident and excited** about the work ahead!

- Denise Oaks  
(South Side)

Through the 3DE presentation and School of Success PL, our Freshman Team learned how **our work connects with the FWCS vision** for Portrait of a Graduate.

We left the PL with a better understanding of the **resources, supports, and roles** that have been put in place to help make the Freshman School of Success successful next year.

- Isaac Jinks  
(Wayne)





# Comments



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