

Talent Management: Intentionality in Action

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Intentionality

intentional (adjective)

in·ten·tion·al / /in 'ten(t)SH(ə)n(ə)l/

An action performed with awareness,
done deliberately, consciously, with
intent





TALENT MANAGEMENT

Hiring Team – Thinking Differently

Thinking Differently



- Data-driven hiring practices
- Project mapping
- Creating candidate profiles
- Streamlining & efficiency

Division Launch Points

Goals:

- Foster a meaningful partnership between Divisions as we engage in the hiring process
- Develop an intentional backward map with guideposts to ensure timely hiring
- Prioritize early hiring notification to minimize the impact of **core classroom teacher loss** for students and campus leaders

Divisions of School Leadership & Innovation: January 10, 2022

Division of Academics: January 25, 2022

Customized Hiring Process

FORT WORTH ISD HIRING PROCESS: SEVEN TO SUCCESS



Campus Administrator Assessment Center

- Saturday, February 12
- 175 Principal & AP applicants
 - 124 internal applicants
 - 51 external applicants
- Three-part interview process
- Panelist training & calibration
- Blind scoring to eliminate bias



Sample Assessment Center Feedback

Panelists:

- The entire assessment center was amazing! Thank you to all who worked so hard to put everything together.
- Very organized, and I appreciate how Talent Management is supporting this process for future administrators!

Candidates:

- You guys did great I had a lot of fun. Very uplifting atmosphere.
- I enjoyed the experience and it was very insightful of what an Assistant Principal duty entails it was one of the most in-depth interviews for that position and I believe it really accesses the potential of the candidate.

December 4 Teacher Career Fair - Results

School Year 2021-2022

- 41 Teachers
- 1 Counselor
- 5 Teacher Assistants

School Year 2022-2023

- 11 Teachers



58 new employees welcomed to Fort Worth ISD!

January 22 Virtual Fair - Results

- Invitation to participate extended to priority campus leaders
- Intentional scheduling of candidates to maximize impact
- Rigorous interview questions and scoring rubric
- Creation of candidate profiles
- Opportunities for those not yet ready for the classroom

25 new teachers welcomed to Fort Worth ISD!

Teacher Hiring Since September 29

New teachers in classrooms today:

- 139 new teachers

New teachers starting soon:

- 21 new teachers with LOIs for the 2021-2022 school year
- 33 new teachers with LOIs for the 2022-2023 school year

Race or Ethnicity	# of Teachers	% of Teachers
Asian	3	2%
Black	36	26%
Hispanic	36	26%
White	55	40%
Two or More	9	6%
All	139	100%

Gender	# of Teachers	% of Teachers
Female	101	73%
Male	38	27%
All	139	100%

Upcoming District Hiring Fairs

- Prioritizing early hiring to secure top applicants for FWISD
- Targeted, intensive marketing
- Early principal notification for all events through June 2022



Fort Worth ISD 2022-2023 Teacher Incentives & Benefits
Preparing all students for success in college, career and community leadership.

Real Opportunity

A recent graduate and FWISD alumna teaching grade 3 bilingual students at Oakhurst Elementary in August 2022 could earn:

Minimum Starting Salary	\$58,000
Early Commitment (by May 1, 2022)	\$2,000
Welcome Home	\$500
PK-5 Bilingual Teacher	\$5,000
Elementary Bilingual Stipend	\$4,000
Potential First Year Pay	\$69,500

Calling new graduates, don't wait until August to jump start your career!

Begin teaching this school year to receive teacher salary and the \$1,000 Early Start Sign-On Bonus in addition to 2022-2023 incentives.

One-Time Sign-On Bonuses

2021-22 Jump Start (begin teaching this year)	\$1,000
2022-23 Early Commitment (by May 1, 2022)	\$2,000
Welcome Home (FWISD graduates)	\$500
PK-5 Bilingual Teacher	\$5,000
Special Education Teacher	\$3,000
Secondary Math, Science, ELAR	\$3,000

Call 817.814.HIRE for more details!

Annual Opportunities

Elementary Bilingual	\$4,000
Elementary & Secondary ESL	\$450
Secondary Math	\$1,800
Secondary Science	\$1,800
Special Education (Intensive Programs)	\$1,350
Special Education (Resource & Inclusion)	\$450
Teacher Incentive Allotment	\$3,000-\$32,000

April 9 Career Advancement Mega Fair

- On-the-spot teacher hiring
- Alternative certification options
- Collegiate partner opportunities

**Extended Early Commitment Incentive
deadline May 1, 2022**

GRAND CANYON
UNIVERSITY™



Upcoming University Recruitment Events

- Targeted presence at high leverage events with local universities
- Principal participants invited to screen and hire on-the-spot



Billboard Campaign in Oklahoma & Louisiana

YOUR **FUTURE** IS IN
A **FORT WORTH CLASSROOM**

FIRST YEAR TEACHERS EARN **\$58,000 - \$69,500**

www.fwisd.org/careers



Fort Worth
INDEPENDENT SCHOOL DISTRICT



TALENT MANAGEMENT

Compensation – Valuing Our Workforce

Comprehensive Compensation Review

- Goal to attract & retain employees with a competitive compensation structure
- Comprehensive review of FWISD Compensation Manual & salary structures in comparison to similar large, urban school districts in the surrounding Metroplex
- Review of salary compression within pay grades to reward internal employee advancement
- Review of stipends and hourly supplemental pay

Spring 2022 Teacher Attendance Incentive

- Classroom teachers who require a substitute
- \$50 per week if not absent for work on any workday
- 12 weeks beginning February 28 through May 27
- Potential for up to \$600 in incentives

District Service Awards

- Over 10,000 full-time employees
- Average employee has 9.9 years of internal service

Goals:

- Enhance workplace culture
- Increase employee satisfaction
- Positively impact employee retention

Years of Service	Employees
0-4 years	3,084
5-9 years	2,647
10-19 years	2,844
20+ years	1,887
All Employees	10,462



TALENT MANAGEMENT

Teacher & Principal Efficacy – Providing New Opportunities

Teacher Incentive Allotment

- TIA designations last 5 years once earned
- Teachers can earn an addition \$3,000-\$32,000 in compensation depending on designation & campus served



Meaningful Opportunities for Collaboration

- Calibration events for all campus administrators and principal supervisors within every pyramid
- Focus on evidence and collaboration to build a deeper understanding of providing quality feedback via the Texas Teacher Evaluation & Support System





TALENT MANAGEMENT

Teacher Residents & Pipeline – Success Starts Here

Teacher Residents Program

2021-2022 school year:

- 40 year-long teacher residency program participants from Tarleton State University & Texas Tech University



2022-2023 school year:

- Anticipating 60 program participants



Capitalizing on our Existing Potential

- 141 Teacher Assistants with Bachelor's degrees
- Opportunities for certification exam support
- Alternative certification partnership with GoTeach11
- University partnerships offering tuition support for employees, their spouses, and students



Fort Worth ISD - Born and Raised!

Luella Merrett Elementary



Leonard Middle School



Western Hills High School



Advancing to the Next Phase



Fort Worth – Present & Future



Klarissa, Coraima, & Kamila

- 2016 - Began journey as a Westpark Teacher Assistant
- 2022 - Welcome to your own classroom!



TALENT
MANAGEMENT