



Fairbanks North Star Borough School District

# Annual Staffing Report

## 2017-2018

Presentation by Claire Morton  
Executive Director of Human Resources

# Introduction

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## I. National Coalition Building Institute Program

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## II. Hiring Statistics and Trends by Employee Group

1. Principals/Assistant Principals (FPA)
  2. Certified Staff (FEA)
  3. Classified Staff (ESSA)
  4. Exempt Staff
  5. Substitute Teachers and Temporary Workers
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## III. Inclusion and Diversity Action Plan (IDAP)

NCBI

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# National Coalition Building Institute

Building Environments to Welcome Diversity



# NCBI Fairbanks Leadership Team

- David Rucker, **EEO Officer**
- Kate LaPlaunt, **Assistant Superintendent**
- Michael Angaiak, **Anne Wien Principal**
- Rod Gray, **WVH Safety Assistant**
- Rodney Gaskins, **Community Member**
- Yatibaey Evans, **ANE Director**

This Fairbanks cohort attended the National Coalition Building Institute, (NCBI)

## ***Leadership for Diversity***

workshop at the end of October. Attendees learned skills used to welcome diversity and build an environment in which everyone wants to belong. The NCBI Fairbanks Leadership Team is excited and committed to bringing this life changing approach to Fairbanks.

*Learn more about NCBI by visiting their website at <http://ncbi.org/>*





Fairbanks North Star Borough School District

“ *Condemning people, shaming them, and making them feel guilty are all unproductive strategies: they increase defensiveness rather than creating an opening for change.* ”

-National Coalition Building Institute

# WHAT will participants gain?

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*The NCBI Welcome Diversity Workshop consists of a series of incremental, experiential activities that help participants...*

## Celebrate

their similarities and differences

## Recognize

the mis-information they've learned about various groups

## Identify

and heal from internalized oppression-the discrimination members of an oppressed group target at themselves and each other

## Claim

pride in group identity

## Understand

the personal impact of discrimination through the telling of stories

## Learn

hands-on tools for dealing effectively with bigoted comments and behavior

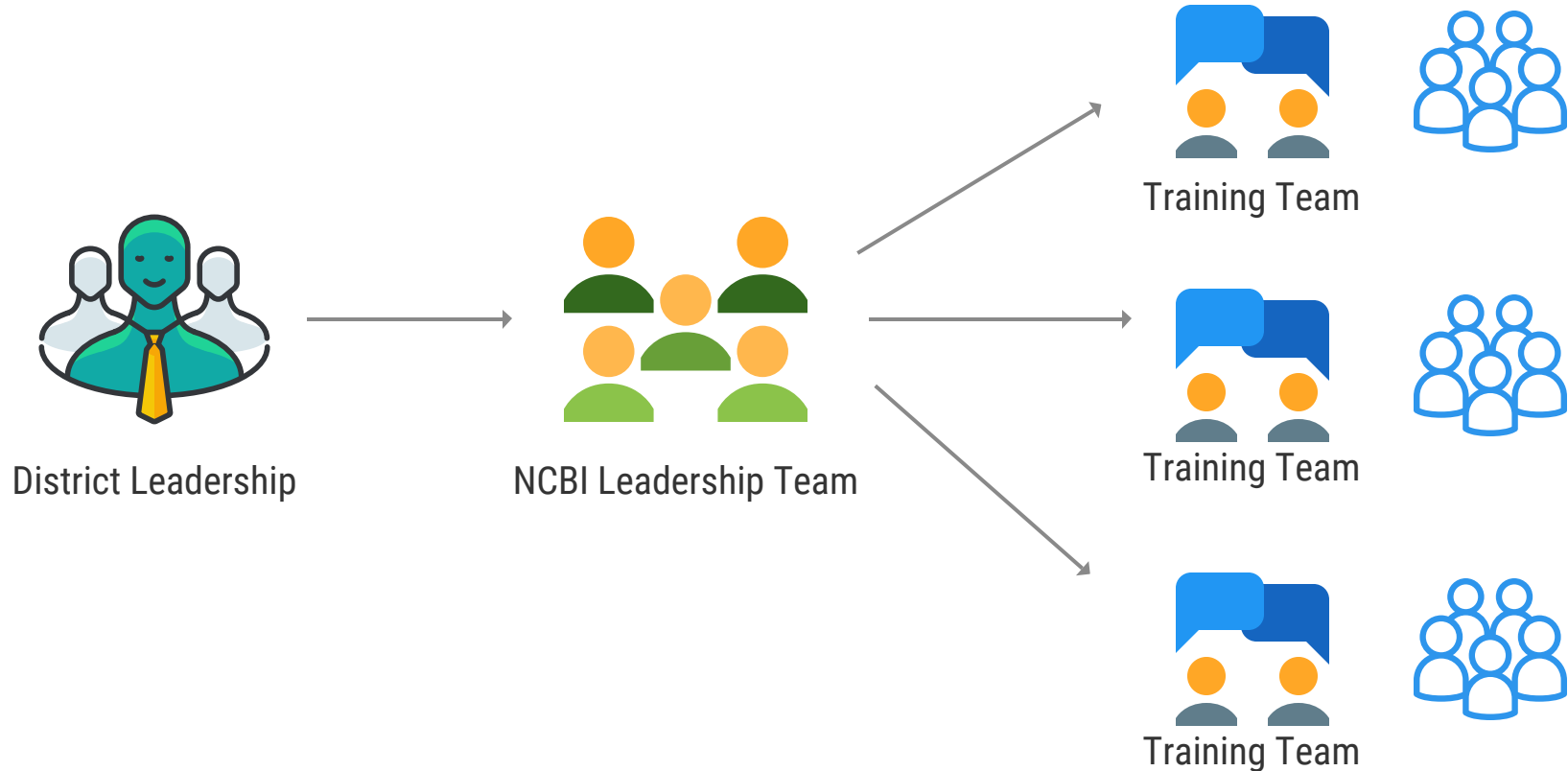
# WHO will benefit?

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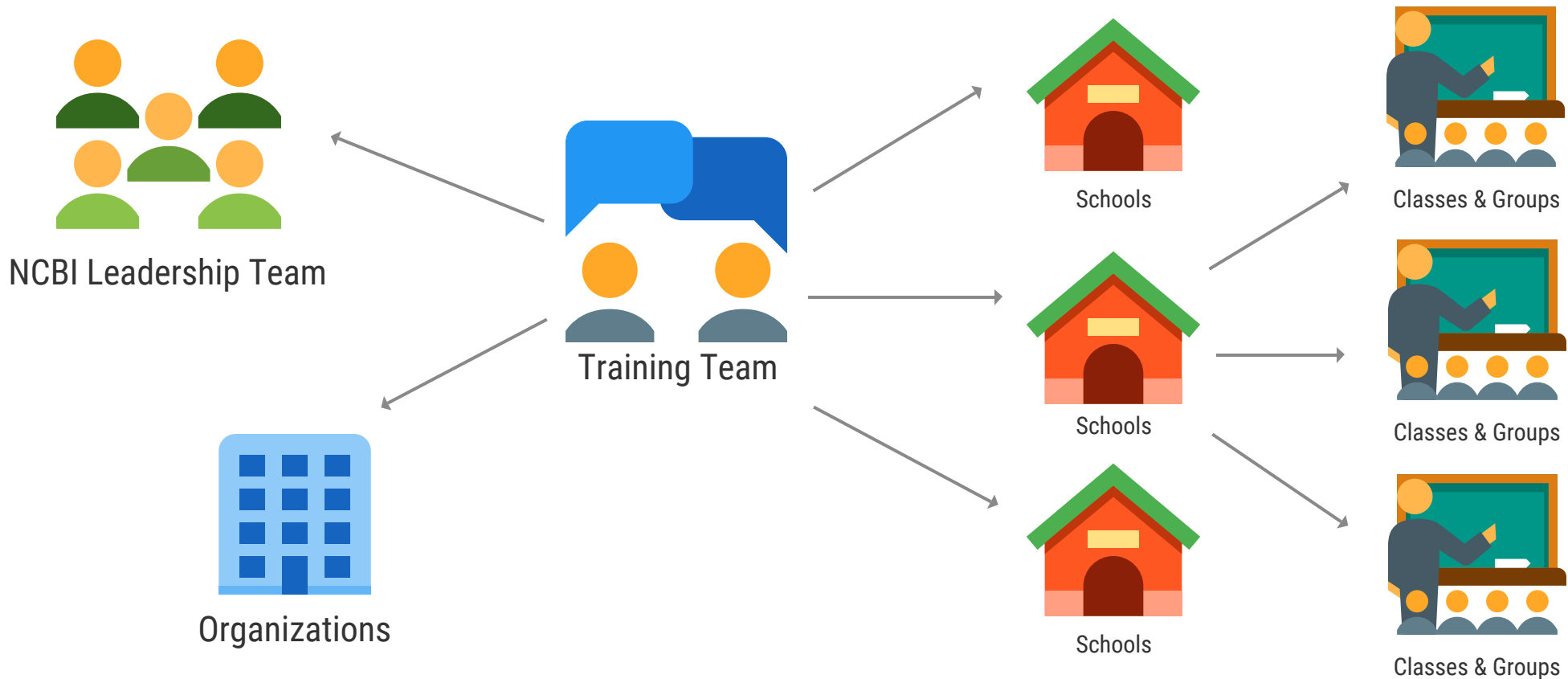
- **Anyone** who interacts with other people
- Hiring **managers**
- **Principals** and **administrators**
- **Teachers**, counselors, social service managers, and instructional **support** staff
- **Parents** and **community** members
- Local **law** enforcement
- Policy **makers**, local **politicians**, and board **members**



# HOW will this work in Fairbanks?



# EXPANDING our influence:

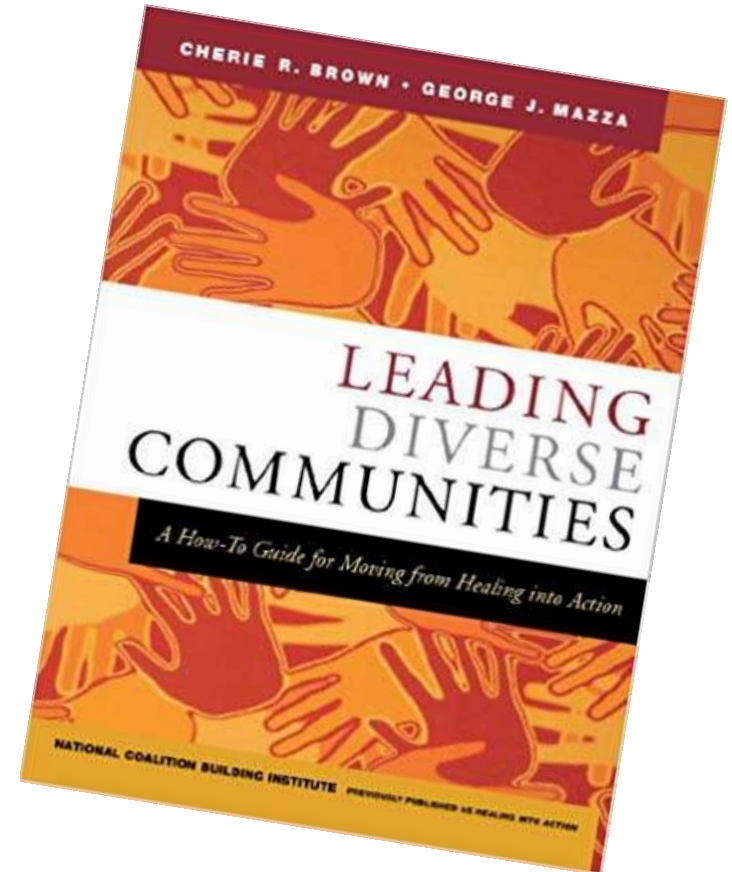


*"We don't change  
people's minds: we  
change their hearts with  
personal stories."  
-NCBI*

The primary text is available in an easy to read workbook. Each chapter presents a principle along with the **theory**, a real world **example**, and **reflective** activity. These can be done individually or in a group setting and typically take 12 minutes per chapter.

# WORKBOOK

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“

It never weakens us to be generous,  
to assume the best in one another.  
When you assume the best of others,  
they will often rise to meet your  
expectations.

”

-Cherie Brown, NCBI Founder

# Hiring Statistics and Trends by Employee Group

2017-2018



# Principals/Assistant Principals (FPA)

As of October 21, 2018

**43** FPA members  
28 principals and 15 assistant principals.

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**4** retired

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**1** resigned

**7** hired

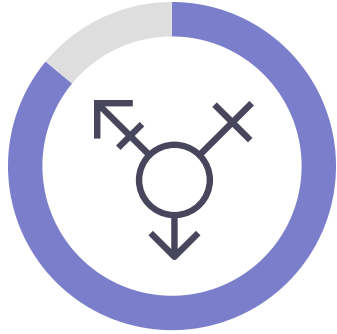
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**1** transferred  
to an Exempt position.

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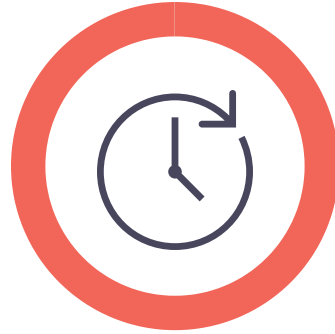
**14%** turn over  
2.1% **INCREASE** from last year.

# Principals/Assistant Principals FPA New Hires



86%

of new FPA hires are **female**



100%

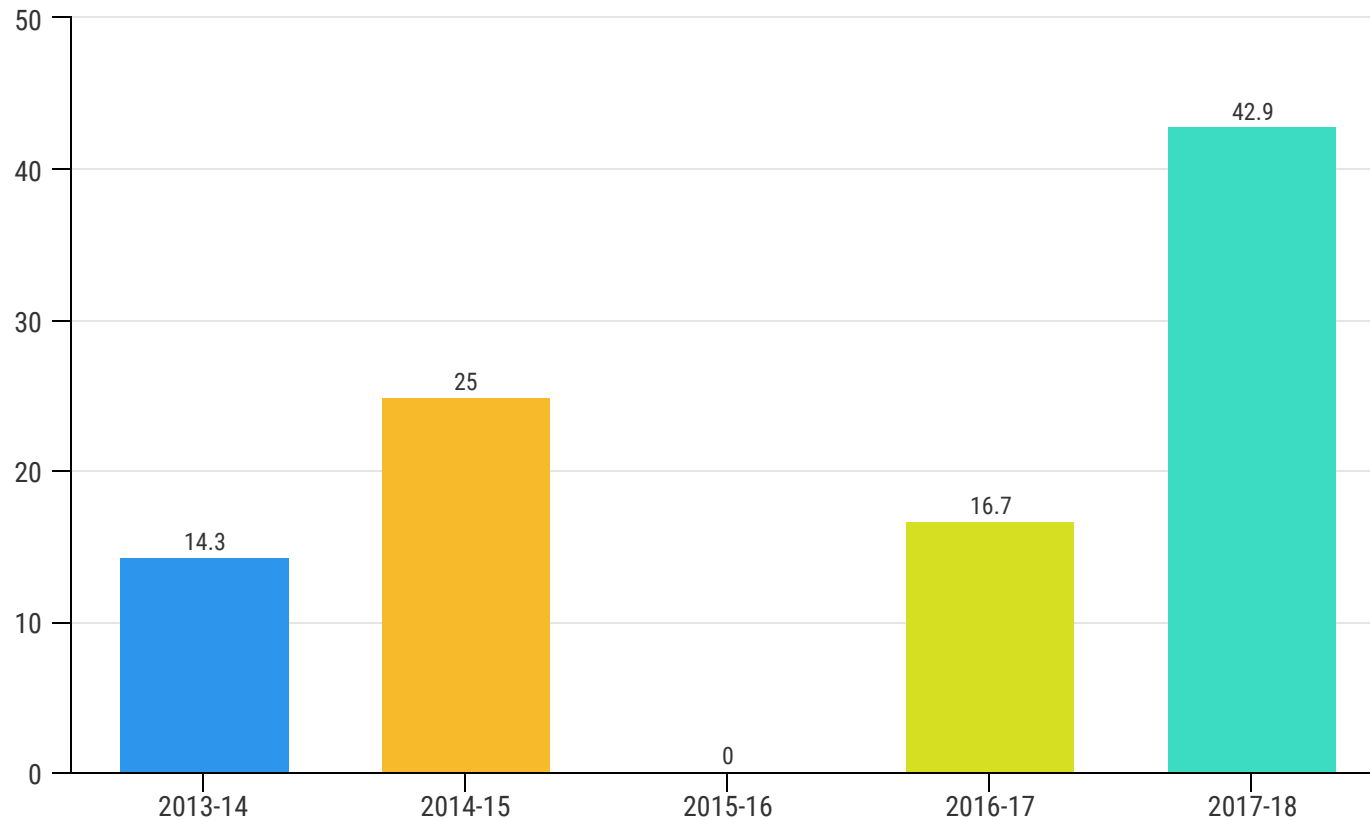
of new FPA hires are  
40+ years of **age**



43%

of new FPA hires are  
members of a **minority group**

# Principals/Assistant Principals (FPA) Minority New Hires-5 year Trend Data



*\*Data in percentages*



# Certified Teachers (FEA)

As of October 21, 2018

**905** FEA members  
a decrease of 5 teachers from the  
previous reporting period.

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**34** retired

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**59** resigned

**88** hired

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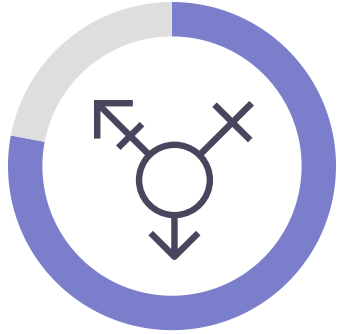
**1** terminated

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**10.4%** turn over  
0.1% **INCREASE** from last year.

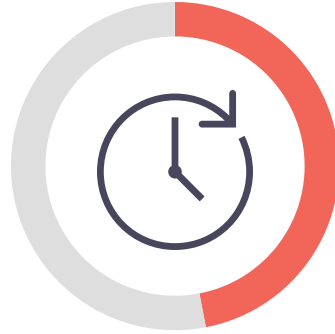
# Certified Teachers

## FEA New Hires



78%

of new FEA hires are **female**



47%

of new FEA hires are  
40+ years of **age**



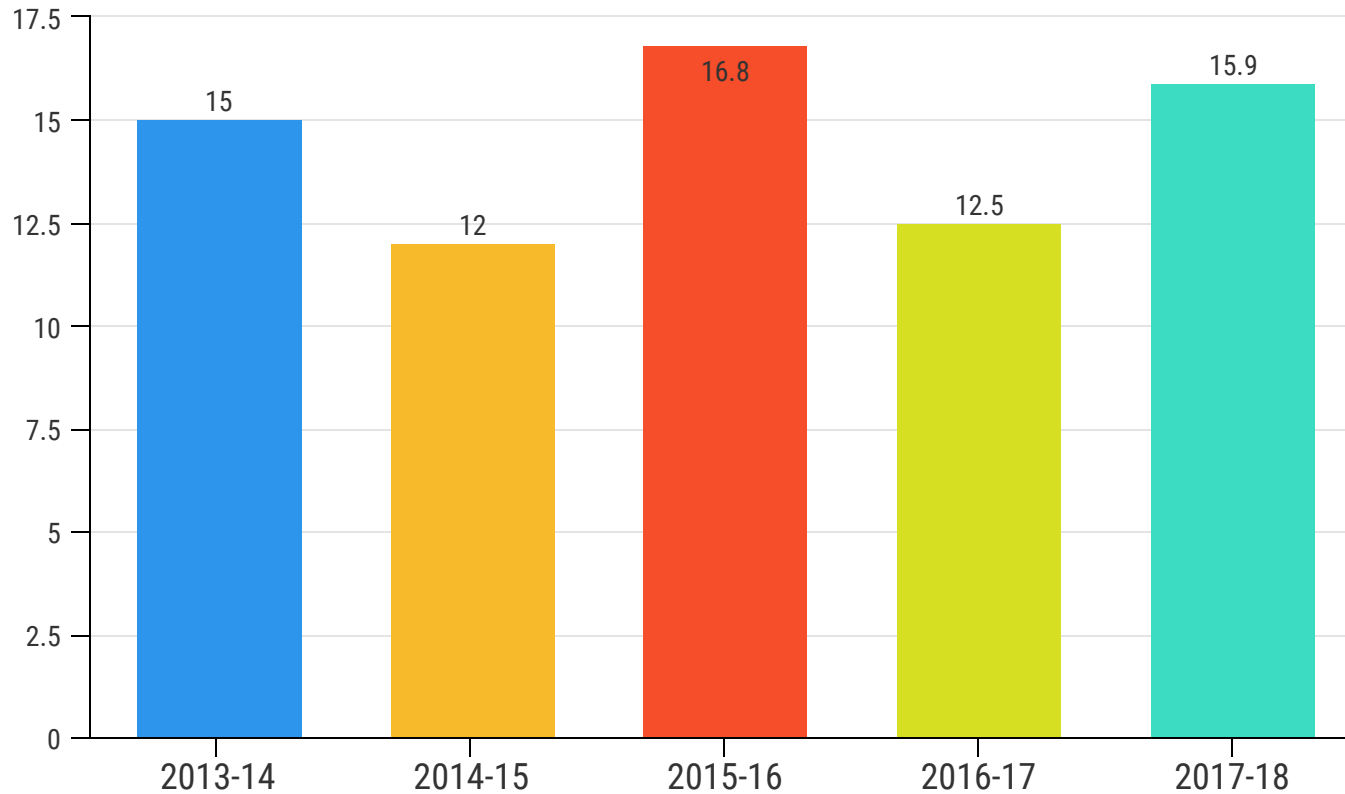
16%\*

of new FEA hires are  
members of a **minority group**

*\*AAP Data Findings*

# Certified Teachers (FEA)

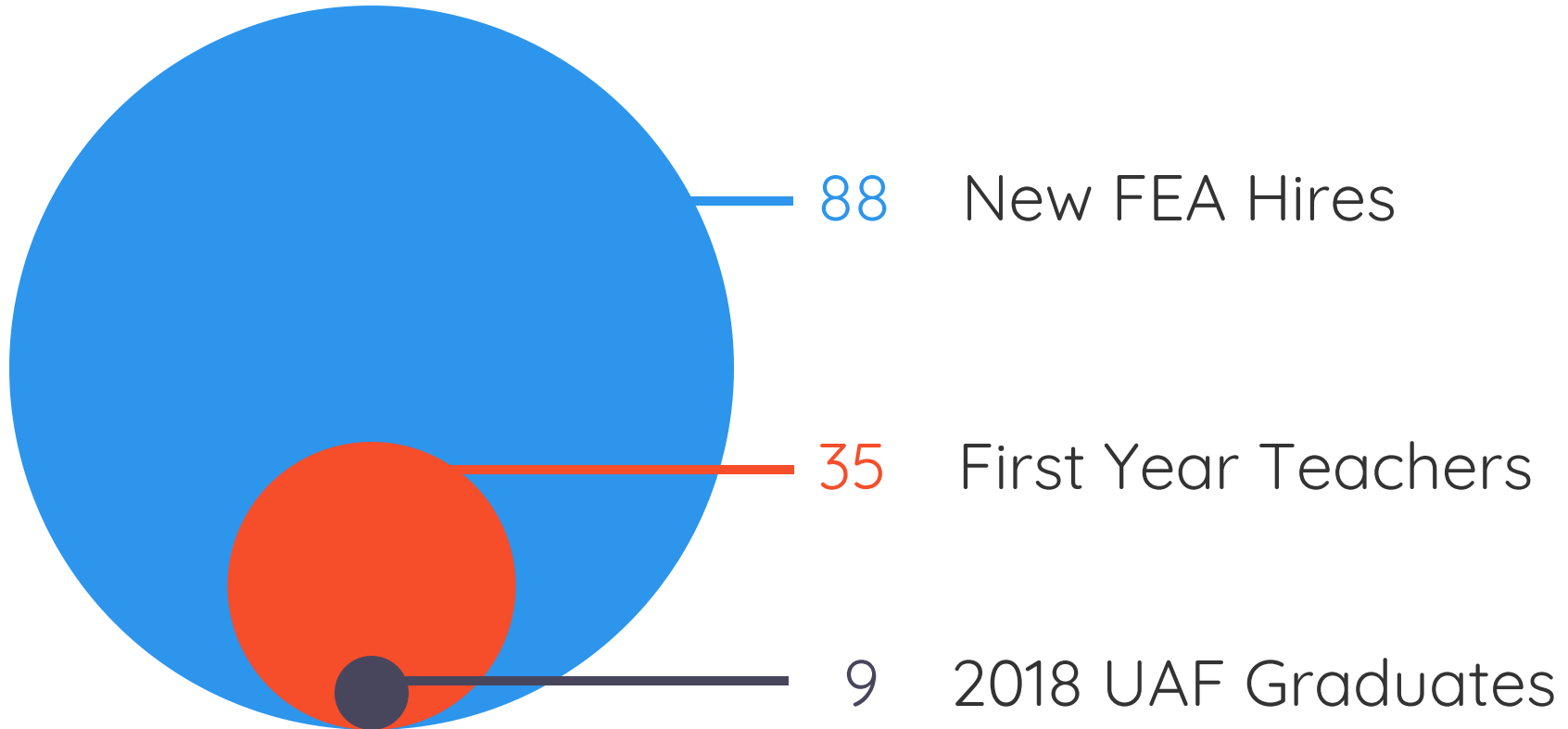
## Minority New Hires-5 year Trend Data



*\*Data in percentages*

# Certified Teachers (FEA)

## New Hire Statistics



# Classified Staff (ESSA)

As of October 21, 2018

833 ESSA members

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128 resigned

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30 retired

192 hired

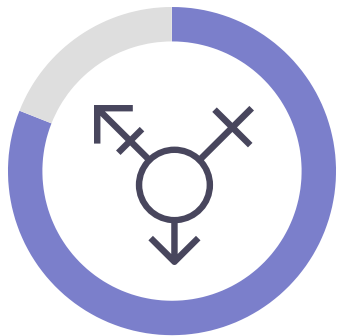
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10 terminated

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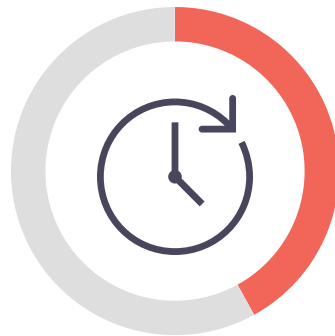
16.6% turn over  
2.9% **DECREASE** from previous year.

# Classified Staff ESSA New Hires



81%

of new ESSA hires are **female**



42%

of new ESSA hires are  
40+ years of **age**



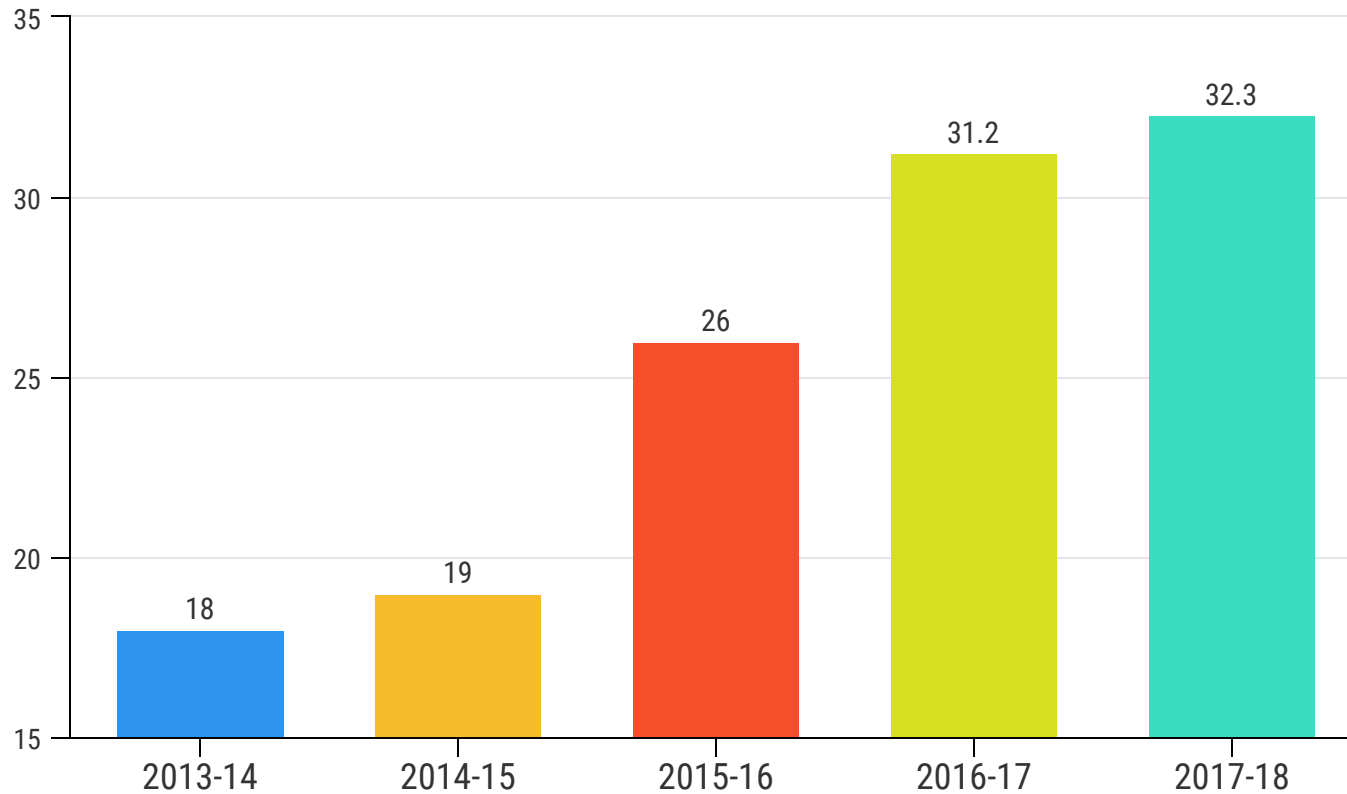
32%\*

of new ESSA hires are  
members of a **minority group**

*\*AAP Data Findings*

# Classified Staff (ESSA)

## Minority New Hires-5 year Trend Data



*\*Data in percentages*

# Exempt Staff

As of October 21, 2018

96 exempt staff

19 left the district

16 resigned

23 hired

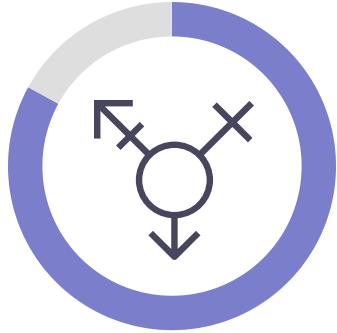
3 retired

19.8% turn over  
0.4% **INCREASE** from previous year.



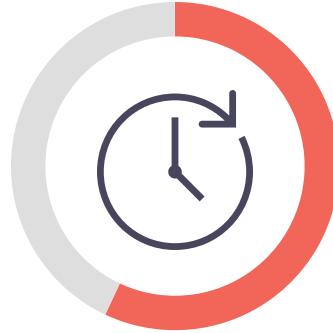
# Exempt Staff

## Exempt New Hires



83%

of new Exempt hires are  
**female**



57%

of new Exempt hires  
are 40+ years of **age**

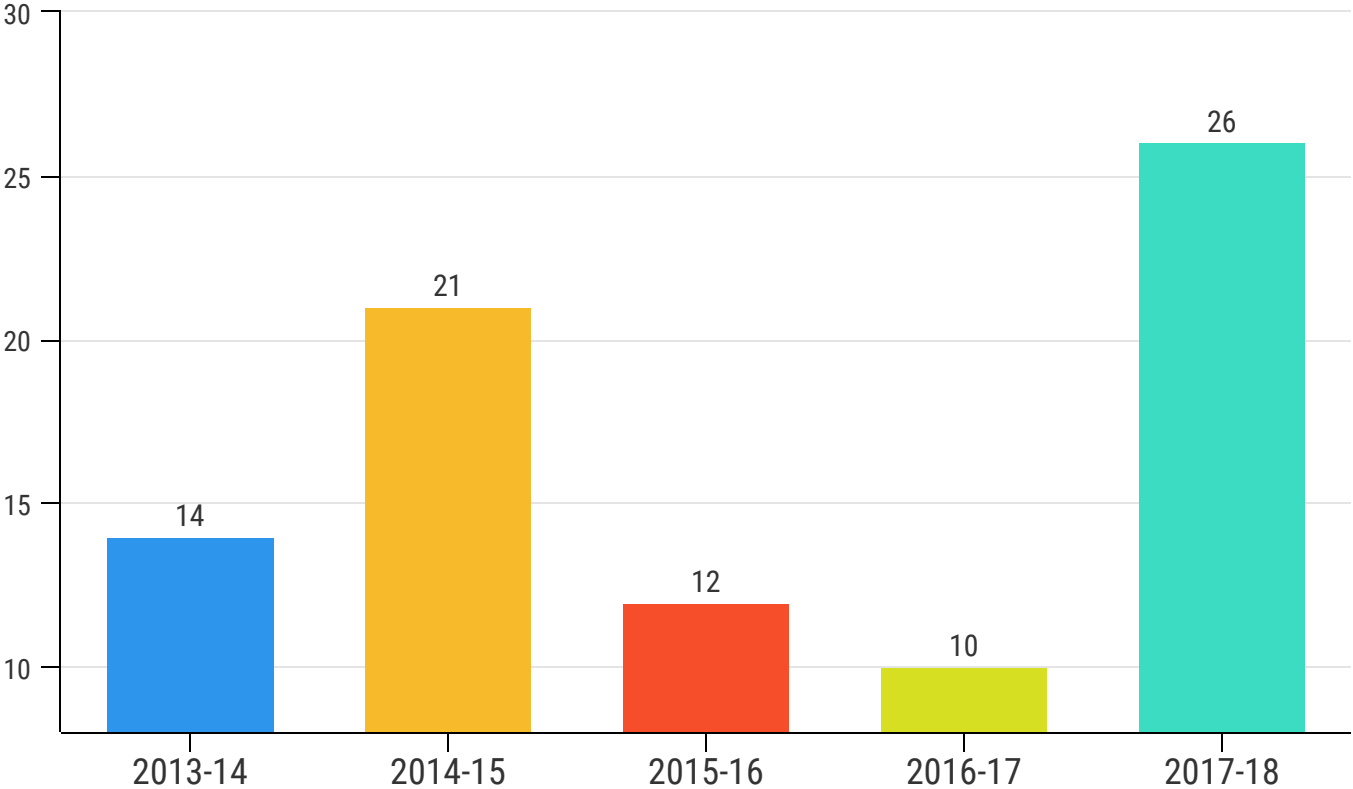


26%

of new Exempt hires are  
members of a **minority group**

# Exempt Staff

## Minority New Hires-5 year Trend Data



*\*Data in percentages*

# Substitutes/Temporary Workers

As of October 21, 2018

1,000

subs and temps  
average daily basis. Temps fill in  
for absent classified staff and  
< 15 hr/week employees.

\$140

certified  
short-term subs  
valid Alaska teacher certificate  
required to earn \$140/day.

\$126

non-certified  
short-term subs  
48 college credit hours or  
Associate's degree required to  
earn \$126/day.

408

hired  
subs and temporary workers.

20

days+  
valid Alaska teacher certificate required  
for long-term subs. Pay rate is equal to  
teacher's salary schedule.

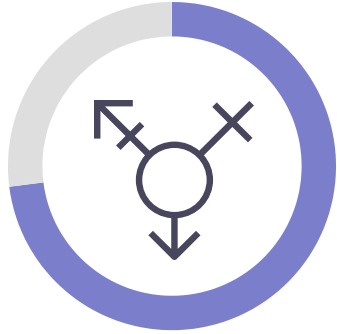
95%

average fill rate  
for substitute teachers. 1% **INCREASE** from  
last year.

67%

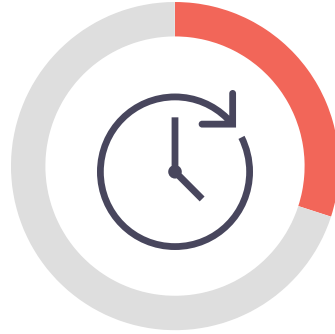
average fill rate  
for temporary workers, comparable to  
previous years.

# Substitute/Temporary Workers New Hires



73%

of new Sub/Temp hires are  
**female**



30%

of new Sub/Temp are 40+  
years of **age**

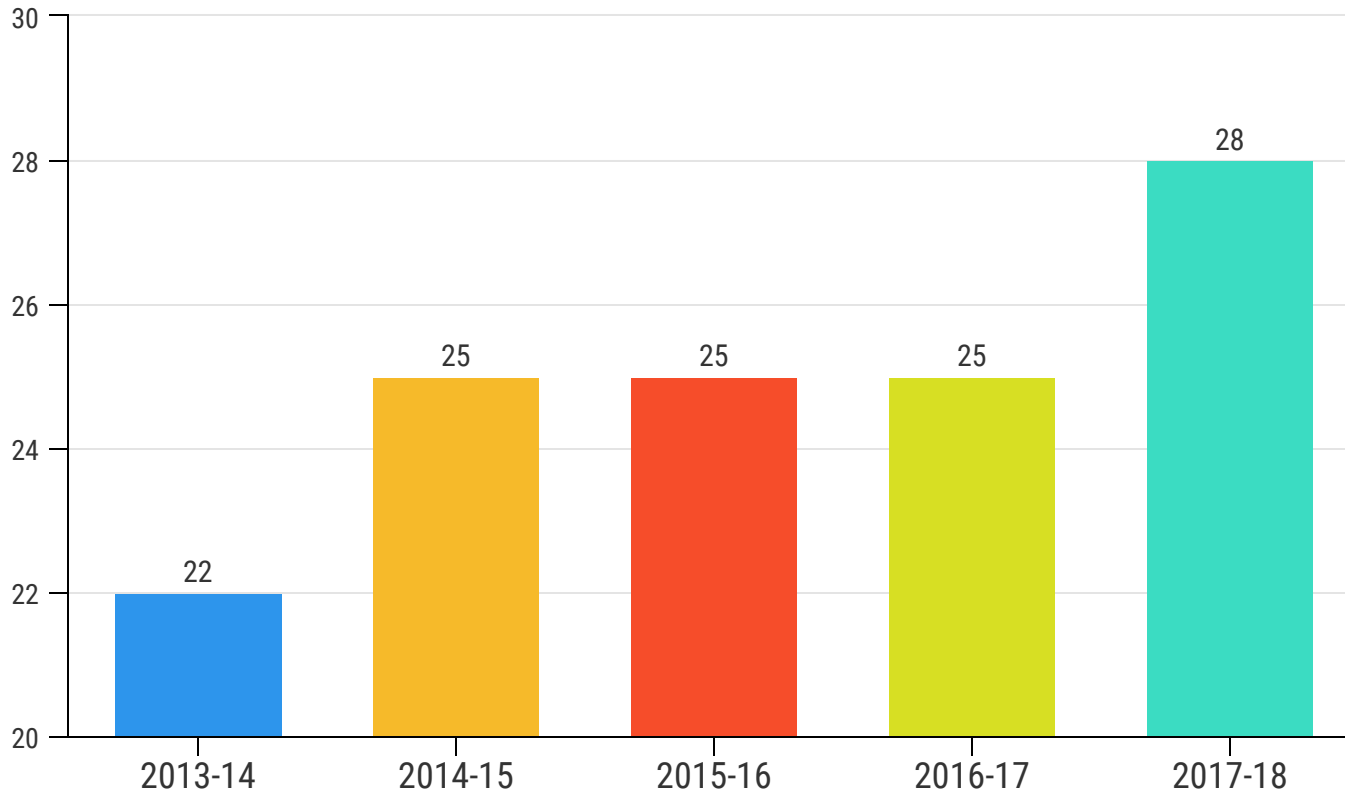


26%

of new Sub/Temp hires are  
members of a **minority group**

# Substitutes/Temporary Staff

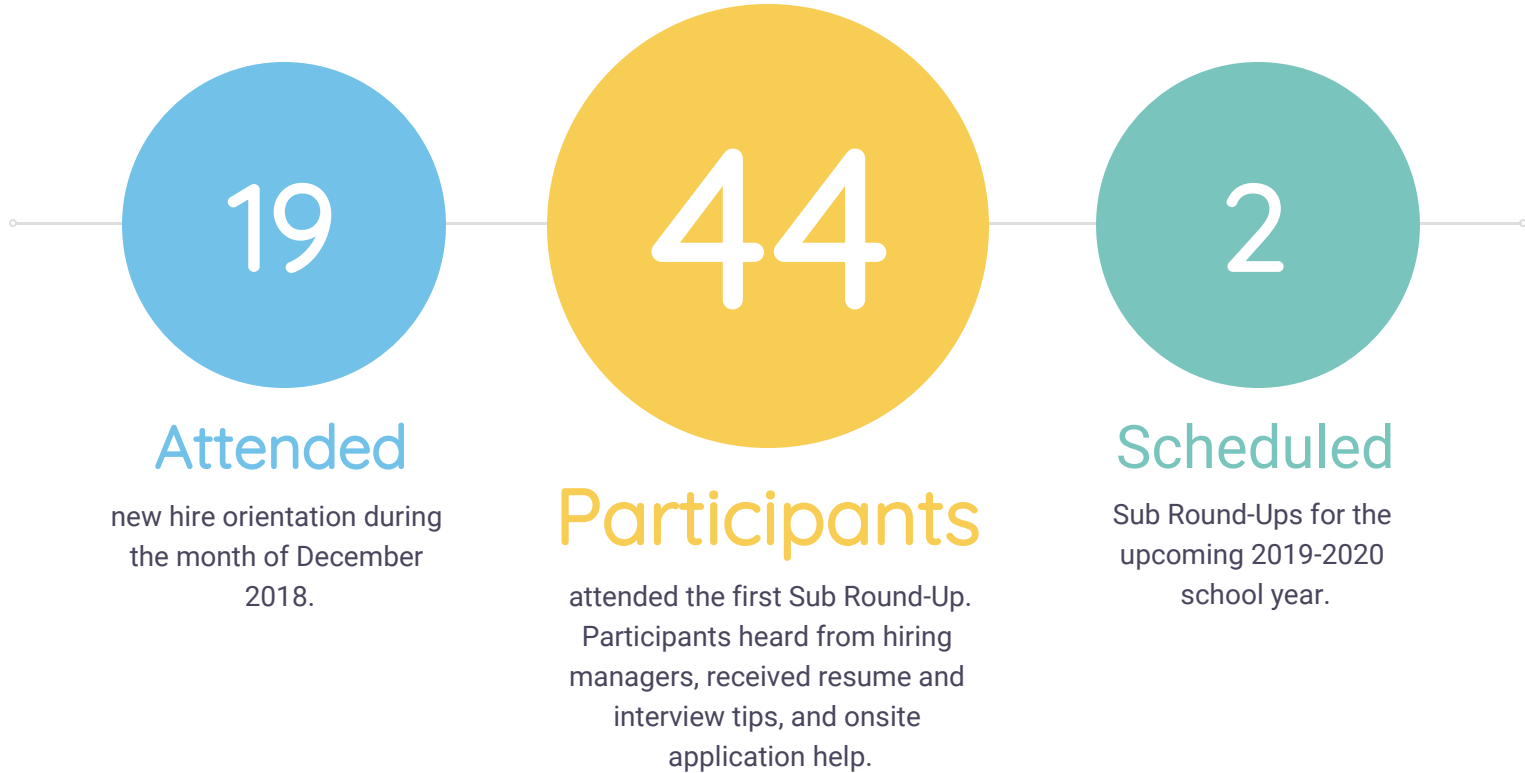
## Minority New Hires-5 year Trend Data



*\*Data in percentages*

# Sub/Temp Recruiting Events

## Sub Round-Up 2018



# Job Fairs

## Recruiting and Staffing

20

### UAF Fall Job Fair

attended the UAF Fall Job Fair. Recruited UAF students for temporary and substitute positions.

40

### North Pole Winterfest Bazaar

attended the NP Winterfest Bazaar. Recruited subs and temps for the North Pole/Eielson area.

72

### Dept of Labor

attended the Dept. of Labor job fair. This event recruited for all open positions, specifically nutrition services and on-call custodians.

59

### FNSB Job Fair

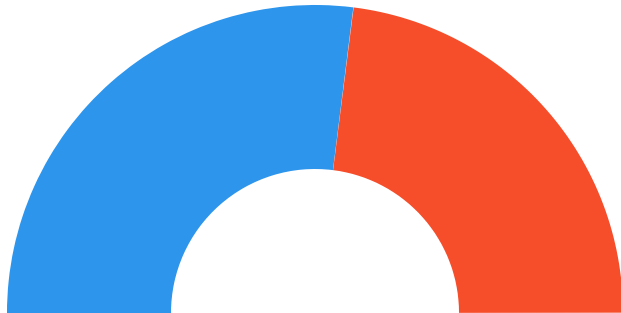
attended the FNSB Job Fair. Recruited for all open positions, specifically nutrition services and on-call custodians.

20

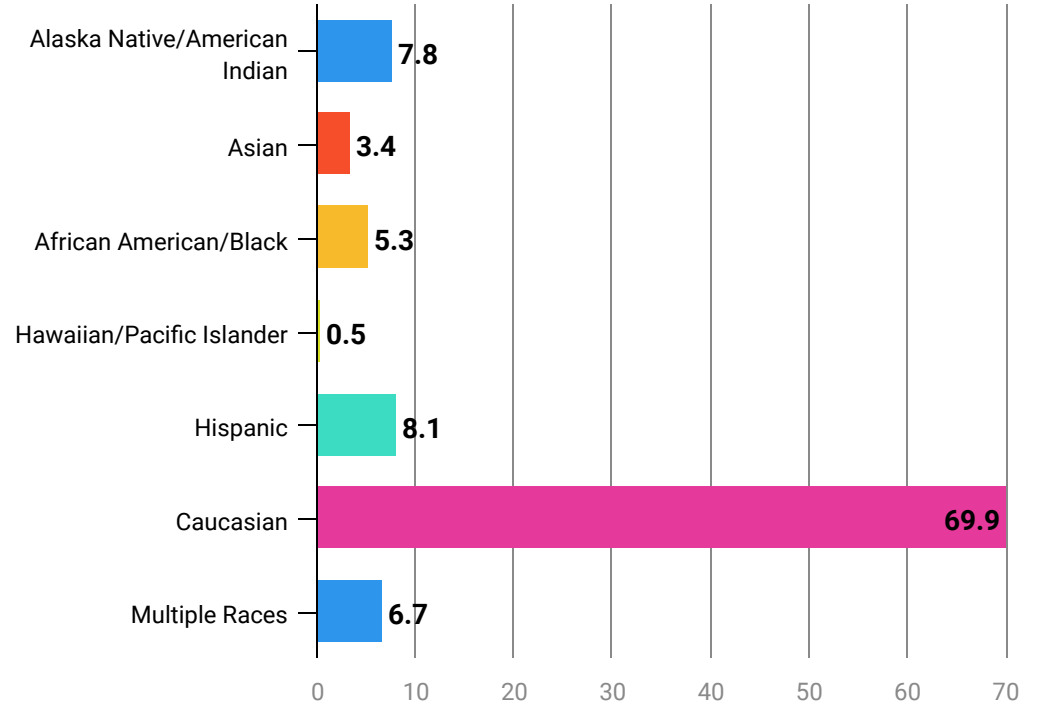
### DOL for Sam's Employees

attended the DOL Job Fair for Sam's employees. Recruited for all open positions, specifically nutrition services and on-call custodians.

# FNSB Population



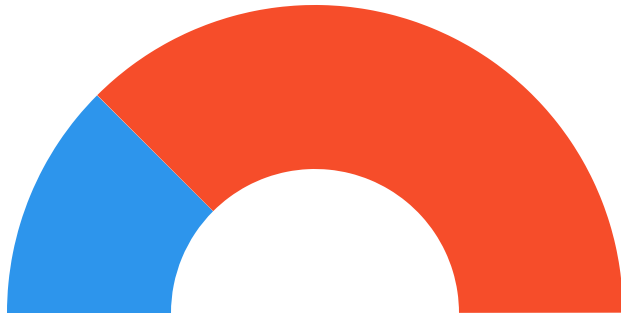
● Men--54% ● Women--46%



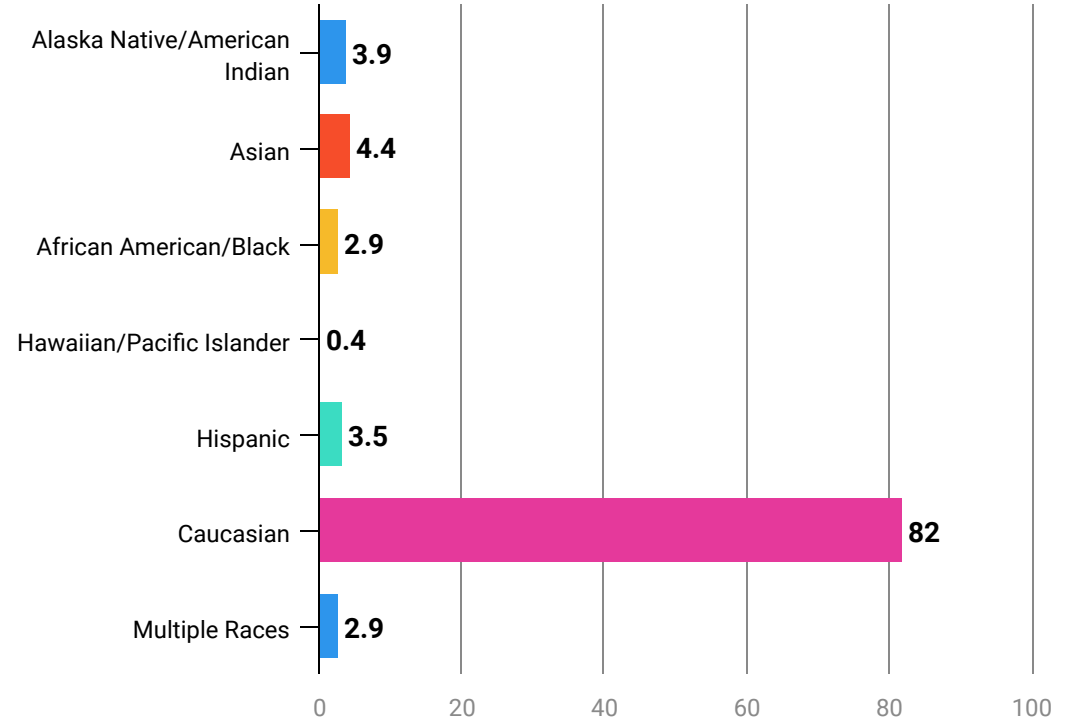
*\*Data in percentages*



# FNSBSD Staff Population



● Men--25% ● Women--75%



*\*Data in percentages*

IDAP

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# Inclusion and Diversity Action Plan



# FY18-FY21 Strategic Plan

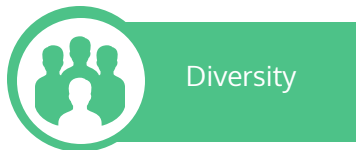
## Organizational Excellence

*"Create an environment that supports the needs of staff to enable a school and organizational climate where students thrive."*

- **Operational Support:** Execute efficiency and best practice in operational support and financial management.
- **Diversity:** Engage and foster a strong diverse workforce, representative of all cultures that enriches the quality of education provided to all students.
- **Curriculum System:** Redesign our curriculum system to be agile and adaptive to change, keeping materials and resources relevant.
- **School Buildings:** Ensure facility plans to address safety, changing delivery needs and declining enrollment.
- **Workforce Excellence:** Attract, retain and develop excellence in our employees.



Operational  
Support



Diversity



Curriculum  
Support



School  
Buildings



Workforce  
Excellence

# Ongoing Diversity and Hiring Events



Job Fairs



Outreach &  
Recruiting  
Events



Diversity &  
Recruiting Training  
for Supervisors



Increased Online  
Advertising

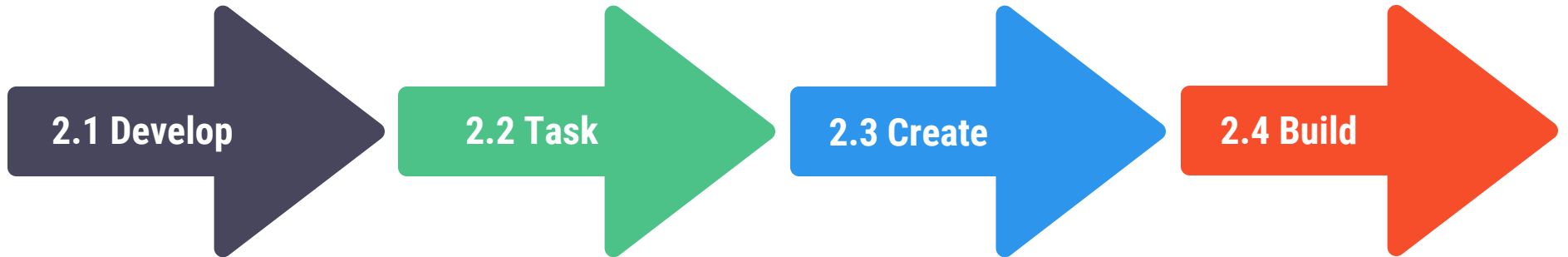
# Goal One:

Form a standing Inclusion and Diversity focus group composed of members from the diversity committee, community members, staff, and key members of National Coalition Building Institute (NCBI) team.



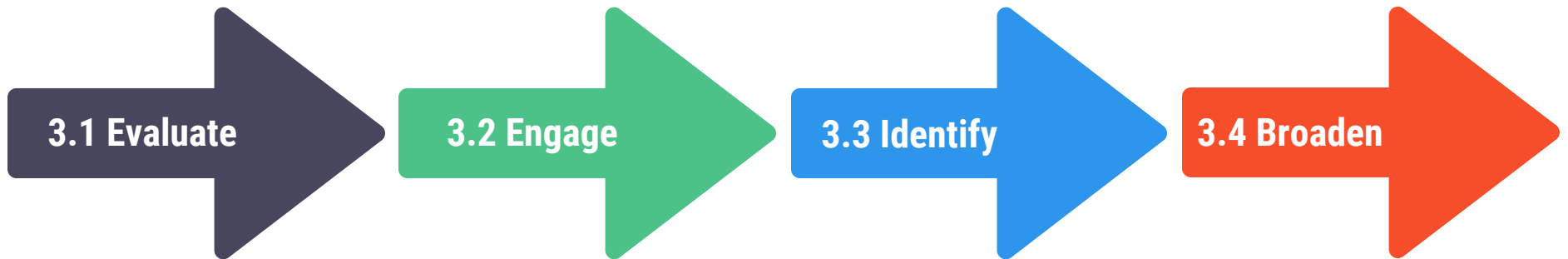
# Goal Two:

Promote the Fairbanks North Star Borough School District as a highly desirable employer that offers a safe, caring work environment where staff and students from varied backgrounds feel a sense of belonging.



# Goal Three:

Compile a core set of programs and trainings for staff, students, and the community designed to support the district's commitment to inclusion and diversity.



# Goal Four:

Continually evaluate recruiting and hiring process for the purpose of identifying barriers and ensuring the district is attracting, hiring, and retaining a diverse pool of qualified staff.





Thank You

