Annual Staffing Report

2017-2018

Presentation by Claire Morton
Executive Director of Human Resources
Introduction

I. National Coalition Building Institute Program

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

III. Inclusion and Diversity Action Plan (IDAP)
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/](http://ncbi.org/)
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?

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?

- 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?

District Leadership -> NCBI Leadership Team -> Training Team

Training Team
Training Team
Training Team
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.
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.
- **7** hired
- **4** retired
- **1** resigned
- **1** transferred to an Exempt position.

14% turnover, 2.1% increase from last year.
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.

34 retired

59 resigned

88 hired

1 terminated

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

- 88 New FEA Hires
- 35 First Year Teachers
- 9 2018 UAF Graduates
# Classified Staff (ESSA)

As of October 21, 2018

<table>
<thead>
<tr>
<th></th>
<th>ESSA members</th>
<th>Resigned</th>
<th>Retired</th>
<th>Hired</th>
<th>Terminated</th>
<th>Turn Over</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
<td>833</td>
<td>128</td>
<td>30</td>
<td>192</td>
<td>10</td>
<td>16.6%</td>
</tr>
</tbody>
</table>

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 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

- **Attended**: new hire orientation during the month of December 2018. 19
- **Participants**: attended the first Sub Round-Up. Participants heard from hiring managers, received resume and interview tips, and onsite application help. 44
- **Scheduled**: Sub Round-Ups for the upcoming 2019-2020 school year. 2
Job Fairs
Recruiting and Staffing

- **UAF Fall Job Fair**: attended the UAF Fall Job Fair. Recruited UAF students for temporary and substitute positions.
- **North Pole Winterfest Bazaar**: attended the NP Winterfest Bazaar. Recruited subs and temps for the North Pole/Eielson area.
- **Dept of Labor**: attended the Dept. of Labor job fair. This event recruited for all open positions, specifically nutrition services and on-call custodians.
- **FNSB Job Fair**: attended the FNSB Job Fair. Recruited for all open positions, specifically nutrition services and on-call custodians.
- **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*
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.
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.

1.1 Define  
1.2 Create  
1.3 Review existing  
1.4 Review Available  
1.5 Feedback
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.

- 2.1 Develop
- 2.2 Task
- 2.3 Create
- 2.4 Build
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.

3.1 Evaluate 3.2 Engage 3.3 Identify 3.4 Broaden
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.

4.1 Develop  4.2 Review  4.3 Research  4.4 Identify  4.5 Seek
Thank You