

Attracting (and Keeping) Dedicated (and Diverse) Employees



Washington Local Schools
Every Student Matters. Every Moment Counts.

Presenter: Lori Berryman MA, pHCLE

Presenter



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Director of Human Resources



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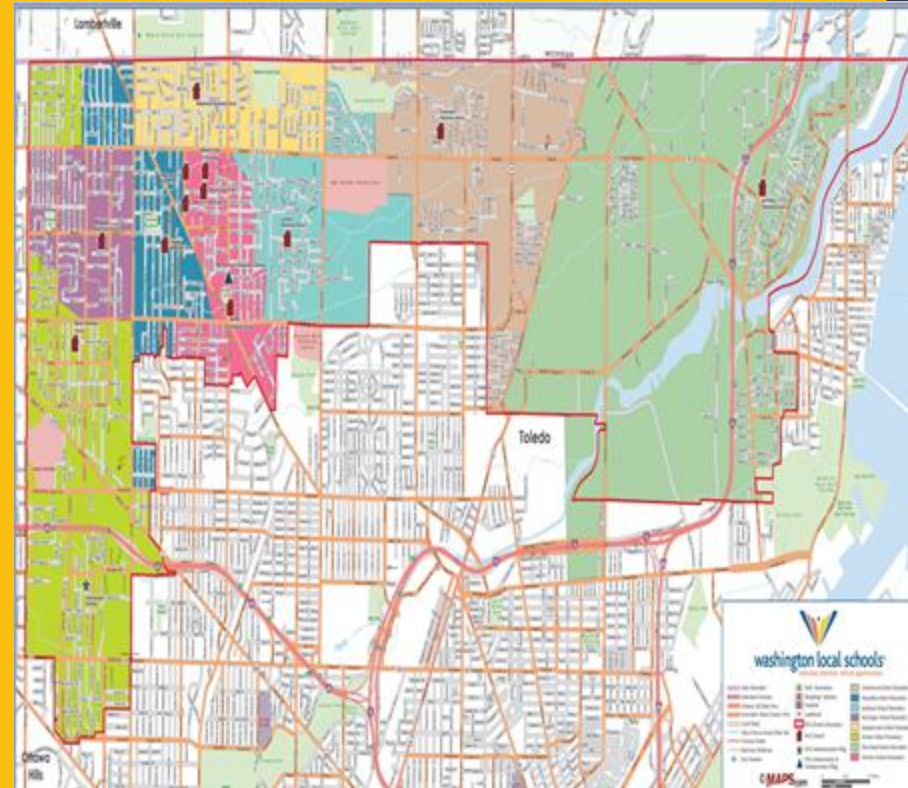
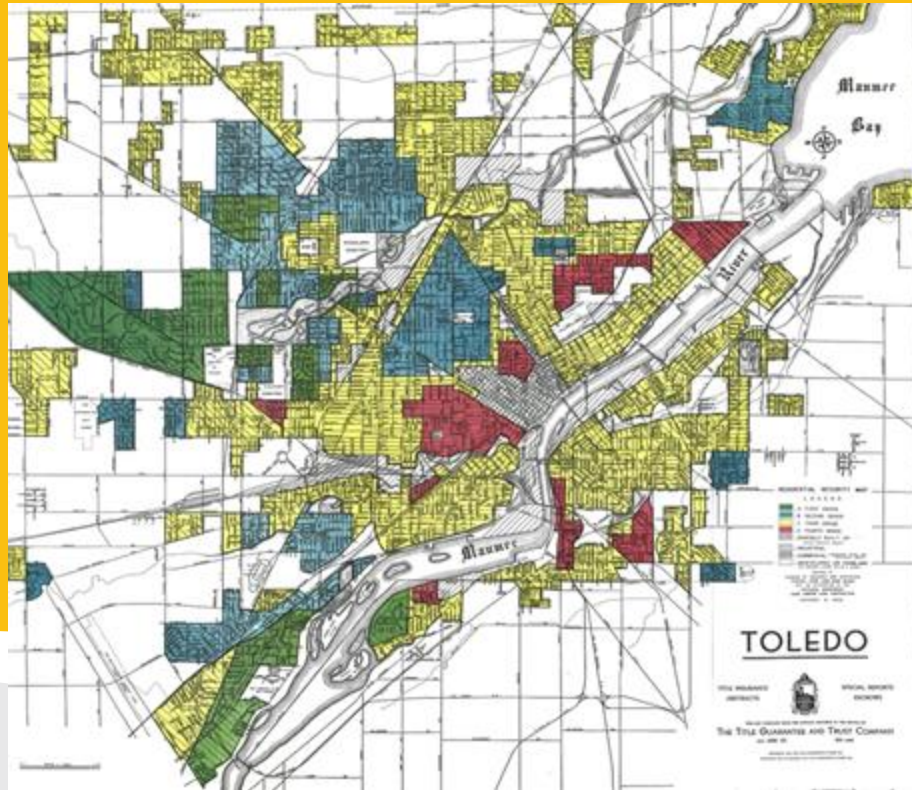
Experience:

- District Leader 7 Years
- Building Leader 10 Years
- Teacher 8 Years

Education, Licensure, Certifications:

- Superintendent License
- Principal License
- Master's in Curriculum and Instruction
- Professional Human Capital Leaders in Education Certification (pHCLE)

PROLOGUE TO PRESENTATION



PROLOGUE TO PRESENTATION

Washington Local Schools is committed to providing a high-quality education for all students, which includes fostering a diverse learning environment. However, **there is a known disparity between the demographics of our student body and the diversity of our staff.** While 40.5% of our student population identifies as diverse, only 10.7% of our educators and school personnel share that same background. This significant disparity creates a learning environment that does not fully represent the backgrounds and experiences of our student body.

Knowing this disparity prevents the fullest enriching education experience for our students, **a group of diverse district educators voluntarily started meeting** to discuss how to support and increase diverse populations in Washington Local Schools.

I was invited into that space to hear feedback and those educators have been integral in driving the work and initiatives you will hear about today.

**Our students deserve to see educators who look like them,
which can positively impact achievement.**

HOW DO I DO THIS?

As a district, we have an obligation to attract a diverse workforce because we know that ***representation matters.***

However, as a non-diverse person tasked with achieving this goal, it was critical that I seek the advice of those who have walked the path.

That's why **every step has been guided by crucial input from our existing diverse staff.**



How to be an ALLY in diverse recruitment procedures:



Listen to the experiences of people of color.

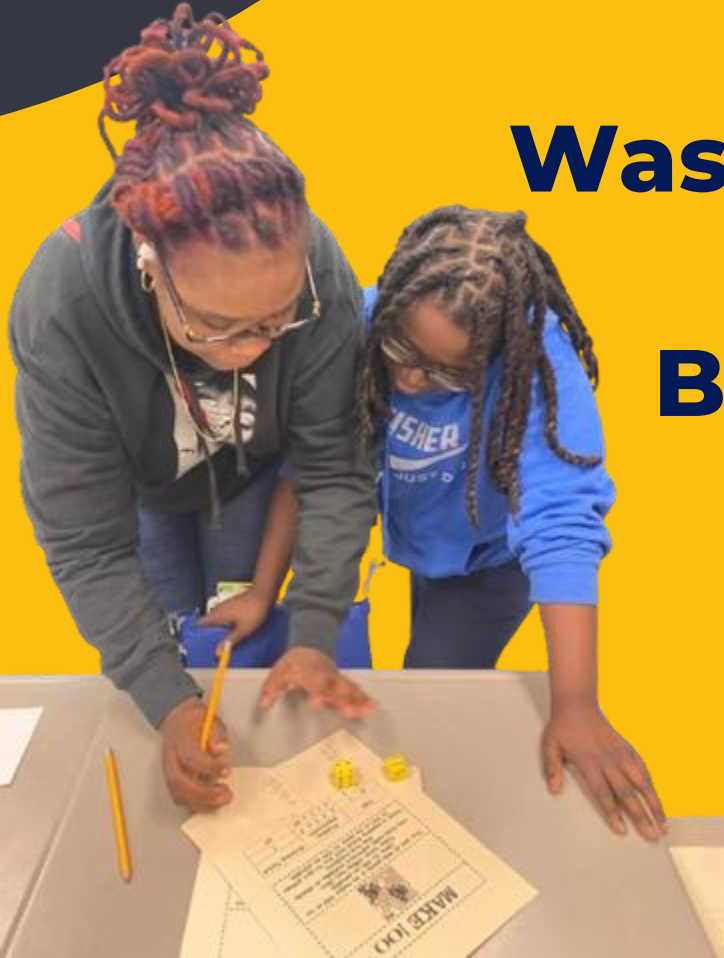


Ask questions for clarity and understanding.



Plan events that remove barriers and judgment.

Washington Local Schools' Background



Washington Local Schools

Urban District in Toledo, Ohio

6,800(K-12) Students

- Whitmer High School - (2,200 students)
 - 16th Largest Public High School in Ohio
 - Comprehensive Career Tech Center
 - 2 Single-Grade Jr. Highs
- 7 Elementary Schools (K-6)

Washington Local Schools

- **Contracted Staff - 883**
- **Substitute Employees - 301**

**EVERY
STUDENT
MATTERS.** **EVERY
MOMENT
COUNTS.**

STRATEGIC PLAN FOCUS AREAS

Priority 1: Teaching/Learning & Innovation

Plan personalized learning experiences that cultivate skills, mindsets, and literacies essential for all students to become lifelong learners and contributors to our community.

- High quality professional learning
- Digitally rich and inspiring instruction
- Comprehensive, relevant, and evolving curriculum

Priority 2: Diversity, Equity, & Inclusion

Create a welcoming and inclusive environment, values diverse perspectives, and fosters engagement across a safe school community.

- Inclusive and welcoming environments
- Respect for diverse perspectives
- Engaging, positive, and safe community

Priority 3: Talent Development

Elevate all staff, in the service of students, with human resources systems that attract, grow, and retain innovative and diverse talent equipped to realize the district's vision.

- Active recruiting that reflects our population and values
- Supportive environments that encourage growth, leadership opportunities, and job satisfaction

Priority 4: Community Engagement

Nurture and cultivate an engaged community through consistent and effective communication.

- Increased communication to families, alumni, and partners
- Strengthening partnerships, internships, and relationships
- Increased visibility of our district brand

Priority 5: Finance & Facilities

Demonstrate financial responsibility ensuring that every dollar spent enhances and adds value for our students, staff, and community.

- Enhancement, development, and protection of funding streams that support the longevity of the district
- Safe, secured, and accessible facilities

VISION STATEMENT

EVERY
STUDENT
MATTERS. EVERY
MOMENT
COUNTS.

Quick Facts

- Washington Local Schools students who qualify for free and reduced lunch - 58%
- Student population who identify as diverse - 40.5%
- Educators and staff who identify as diverse in August of 2023 - 10.7%

Focus

- Build a dedicated and diverse staff by attracting individuals from various racial, ethnic, and socioeconomic backgrounds while cultivating a supportive environment that fosters staff retention.



Washington Local Schools

YEAR	TEACHERS	TOTAL
2019	19 /492	3.9 %
2020	21/470	4.5 %
2021	26/484	5.4 %
2022	33/507	6.5 %
2023	34/541	6.3 %

YEAR	ADMIN	TOTAL
2019	0/37	0 %
2020	1/35	2.9 %
2021	2/40.5	5 %
2022	3/42	7.1 %
2023	3/40	7.5%

TEACHING STAFF

SELF-IDENTIFYING AS DIVERSE

ADMIN.

SELF-IDENTIFYING AS DIVERSE



Washington Local Schools



Lead the World

Educator Diversity: Classroom Teachers, Paraprofessionals, and School Leaders, 2022

Source: EEO-5 survey ([Link](#))

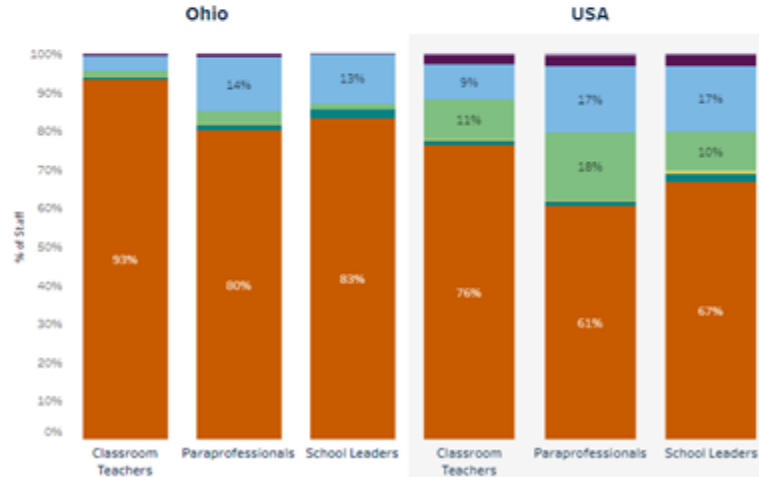
Classroom Teachers, Paraprofessionals, and School Leaders, by race and ethnicity and state

Race/Ethnicity

- American Indian or Alaska Native
- Native Hawaiian or Pacific Islander
- Asian
- Two or More Races
- Black or African American
- White
- Hispanic or Latino

Select a state to filter the chart below

Ohio



eHCLE Standards Alignment

Talent Acquisition -

- Recruitment
 - **Strand #2**
 - Select recruitment strategies to source and attract qualified and diverse applicants
 - **Strand #4**
 - Build pipelines to develop exceptional candidates
- Hiring
 - **Strand #2**
 - Mitigate bias in the selection process



Factors to Consider

- Washington Local Schools is **committed to providing a high-quality education for all students**, and a key factor in achieving this goal is fostering diverse and inclusive learning.
- There is a current **disparity between the demographics of our student population and staff**.
- The current disparity represents a **missed opportunity to create a richer learning experience** for students and a more representative school community.

Outcome

By August 2028, **increase the percentage of diverse staff** within Washington Local Schools **by 5%** from the August 2023 data through *intentional recruiting practices, growing internal talent pipelines, and fostering strong university partnerships*, ultimately creating learning environments that better reflect our student population.



<i>Starters</i>	<i>Job Fair</i>	<i>Main</i>	<i>Grow Your Own</i>
Social Media	\$5.97	Customer-Centric Service	\$3.04
Community Engagement	\$4.71	Employing Student Workers	\$4.08
Incentives	\$6.85	Educators Rising Pipeline	\$5.87
<i>Sides</i>	<i>Partner with Universities</i>	<i>Dessert</i>	<i>Invest in People</i>
Providing Work for Credit	\$5.97	Employee Well-Being	\$3.50
Educators of Color Panel	\$4.71	Training and Development	\$3.50
Like Me Program	\$6.81	Prioritize Health and Wellness	\$3.50



Job Fairs Stats

- Number of Participants - 125 representatives of the Washington Local Community.
- Resources - Space, Supervisors and Current Employees, Computers with the online application accessible, tech support, SWAG and refreshments!
- Communications - Social Media, Signage and News Coverage.
- Sustainability - Supervisors and Administrators requested another job fair on the High School and Junior High Campus and also to run employment booths at sporting events.

Washington Local Schools
Published by Katie Peters
June 11

Come to our JOB FAIR on June 20th from 9-11am or 4-6pm at Central Office (3505 W. Lincolnshire Blvd)!

*Questions? Email Lori Speegle at LSpeegle@wls4kids.org.

JOIN THE WLS WASHINGTON LOCAL SCHOOLS FAMILY!

SAFETY AIDES <ul style="list-style-type: none">• MONITOR PLAYGROUNDS• SUPERVISE CAFETERIAS• HELP KIDS CROSS STREETS \$17.17/hr Part-Time <i>Subs needed for 13.50/hr</i>	CLASSROOM AIDES <ul style="list-style-type: none">• BOND WITH KIDS!• ASSIST TEACHERS• WORK 1-ON-1 WITH STUDENTS \$16.70/hr Full Time <i>Subs needed for 14.50/hr</i>	NUTRITION SERVICES <ul style="list-style-type: none">• WORK AS A TEAM TO FEED KIDS!• WORK A FEW DAYTIME HOURS...• ...OR COMBINE JOBS FOR MORE HOURS \$15.22/hr <i>Subs needed for 13.50/hr</i>
BUS DRIVERS <ul style="list-style-type: none">• PAID TRAINING• EVENINGS FREE• OUR STUDENTS FIRST FACE! \$19.68/hr Full or Part-Time <i>Subs needed for 18.00/hr</i>	BUS AIDES <ul style="list-style-type: none">• GREET KIDS EVERY DAY!• ASSIST IN LOAD/UNLOAD• MONITOR BUS SAFETY \$17.17/hr Part-Time <i>Subs needed for 13.50/hr</i>	HEALTH AIDE <ul style="list-style-type: none">• ONE-ON-ONE WORK• FORM BOND WITH A STUDENT• PROVIDE QUALITY CARE & SUPPORT• RN, LPN, MEDICAL TRAINING REQ'D \$23.61/HR Full or Part-Time <i>Subs needed for 20.00/hr</i>
TEACHER SUBS <ul style="list-style-type: none">• MAINTAIN CONSISTENCY OF STUDENT ROUTINES• FOLLOW DAILY LESSON PLANS \$125.00/ day Full or Part-Time	CUSTODIAL SUBS <ul style="list-style-type: none">• CLEAN BUILDINGS-SPACES• PERMANENT CUSTODIANS• OFTEN HIRED FROM SUB POOL (PERMANENT SUBS: \$20.36/HR) \$13.50/hr	SECRETARIES <ul style="list-style-type: none">• OFTEN THE FIRST VOICE HEARD• PROVIDE CUSTOMER SERVICE• DATA ENTRY \$22.65/HR Full or Part-Time <i>Subs needed for 13.50/hr</i>

WWW.WLS4KIDS.ORG

Washington Local Schools
Public School

message

165

88 comments 712 shares

Job Fairs Stats

	Visits to Booth	Interviews	Hires
Transportation	32	15	6 BUS DRIVERS!
Nutrition Services	25	10	6
Maintenance and Custodial	6	1	0
Paraprofessionals	28	12	6
Safety Aides	30	13	2
Substitute Teachers	36	8	8

Main Dish: Grow Your Own

- Customer-Centric Service
- Employing Student Workers
- Educators Rising Pipeline



Verdict:

The Service is TOP NOTCH!



Andre Cowell:
Former Police Officer
Current Teacher



WHITMER
CAREER and
TECHNOLOGY
CENTER

TEACHING PROFESSIONS

The **TEACHING PROFESSIONS** program, located in a state-of-the-art classroom in the CTC, is for students who want to explore careers in the education field. Teaching Professions provides opportunities for students to develop skills in designing learning environments and classroom management. Students also participate in internships and field trips to prepare for a career in education.

PROGRAM HIGHLIGHTS:

- Create dynamic classroom learning activities using the latest technology
- Intern with professional educators in elementary, middle, high school and special education classrooms
- Design, develop and implement creative instructional lessons that promote student engagement



COLLEGE CREDIT OPPORTUNITIES:

Bowling Green State University

EDTL 2300: Technology in Education (2 semester credits)

EDFI 2980: Schools, Society and Cultural Diversity (3 semester credits)

EDTL 2010: Introduction to Education (3 semester credits)

INDUSTRY CREDENTIALS / CERTIFICATIONS:

- ParaPro Assessment (6 points)
- Lead4Change Leadership Program (3 points)
- Child Abuse Awareness and Prevention (1 point)
- CPR / First Aid (1 point)
- Communicable Diseases (1 point)

 **EDUCATORS
RISING**

BOWLING GREEN STATE UNIVERSITY

BGSU





Sides:

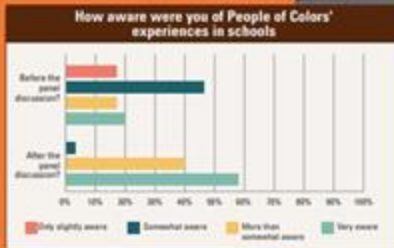
University Partnerships

Verdict:
I Highly Recommend

Community University Partnerships

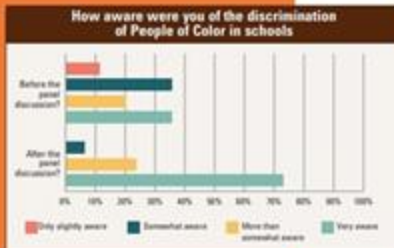


PARTICIPANTS FEEDBACK ABOUT THE PANEL DISCUSSION

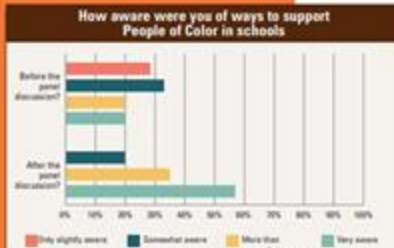


EVENT OVERALL RATING BY PARTICIPANTS

4.5 ★



“
Providing a safe space for students of color, establishing a classroom environment in which racism/discrimination is unacceptable.”



“
... I believe this topic to be of critical importance for not only teacher education students but current teachers as well.”

K-16 STEM in the NEWS

Educator of Color Panel Held at BGSU



For the third year in a row, an Educators of Color Panel was held on the BGSU campus on January 16th, in which local teachers shared their teaching experiences, discussed their viewpoints and answered questions from the audience about diversity and racial injustices that occur in the classroom.

BGSU®

Dessert: Invest in People



- Invest in Employee Well-Being
- Offer Training and Development
- Prioritize Health and Wellness

Verdict:
Surpassed My Expectations!

New Hires August 2024

Contracted

Number of Hires	55
Males	9
Females	46
Diverse Hires	7

Substitute

Number of Hires	41
Males	8
Females	33
Diverse Hires	11

Educators who identify as
DIVERSE

2023

10.7%

2024

11.8%

1% INCREASE!



RESTAURANT REVIEW:



“A truly inclusive experience”

“A place where the service exceeds the expectation!”

“Down-home cooking that feeds the soul!”

“We are never leaving!”



Questions

