

## **HIRING AND STAFFING**

### **1<sup>st</sup> Quarter SY 2005 District Responses**

#### **CENTRALIZED HIRING**

The District has centralized the hiring of African American candidates by providing a pool of candidates who are guaranteed interviews and by the use of diversity hires and alternative certification hires. African American candidates who graduate in December are offered the opportunity to become full-time substitutes in the spring with a job offer based on satisfactory performance in the fall.

#### **RETENTION**

Nineteen African American candidates were hired for 2004-05. Two left the District early in the academic year. One was a twenty-year veteran at the elementary level who returned to her former District. She stated that she did not like the special education co-teaching and literacy models. She did not like other adults coming into her classroom. Her salary was also lower under Champaign's contract due to the fact that she had no graduate hours beyond a bachelor's degree after 20 years. The second candidate, hired for middle school, holds a doctorate, but had never taught in public school. She told her principal that she could teach honors students, but could not handle discipline in regular classes. She left for a position at U of I.

#### **CAMPUS DATA**

Campus by campus hiring and interviewing is being analyzed and will be presented as part of the AAEEEO in March.

#### **EXPENSE REIMBURSEMENT**

Funds for travel expenses for African American teacher candidates were used in the amount of \$313.00 during recruitment for 2004-05. This is a definite asset in recruiting.

#### **ALTERNATIVE CERTIFICATION**

The District has not participated in the U of I alternative certification program because we have not found an eligible candidate. We have one alternative certification candidate through Illinois State University. This option is no longer open to us due to ISU working only with Chicago Public Schools. We are currently working with Eastern Illinois University to seek certification for an African American candidate. We hired the young man as a permanent substitute and a coach while he seeks acceptance to the program. The HR office has recruited several candidates for the program, but there are difficulties in meeting program requirements. We will provide jobs for African American candidates accepted to alternative certification programs. An AA male candidate was hired last spring as part of the alternative certification program. He declined the District's job offer during the summer due to his mother's unexpected health issues. We lost one other spring recruit who chose to stay in the Chicago area. The District realizes that we may not be able to retain all candidates that we recruit or hire. However, we have a stronger chance of keeping them if they actually have a job instead of just an offer.

### **RECRUITMENT FAIR**

The District has not implemented a minority recruitment fair based on the past experience of this effort. Urbana schools did not choose to participate because of their lack of openings and because of the lack of success of previous efforts. We have worked to develop stronger relationships with U of I and to keep some of the Chicago students in this area by working with the Minority Association for Future Educators (MAFE). We have agreed to sponsor their Education Fair, which will include minority students from other colleges. We were told that the Fair would be held in April and would include educational topics and networking. Our funding is directed at this effort. Advertisement for minority candidates was done in the summer and fall issues of the National Minority Update Quarterly Employment & Educational Resource journal.

### **ADMINISTRATOR TRAINING**

Training for administrators is provided annually on recruiting, hiring and screening during principal meetings. The success of the administrator's efforts is measured through the individual's annual evaluation.

### **MLK SCHOLARSHIP**

A \$1,000 scholarship is currently being provided as an MLK matching scholarship. The District's budget reductions temporarily reduced the \$4,000 figure.

### **GROW YOUR OWN**

The District's Grow Your Own program will be formally evaluated in June. The annual cost is approximately \$12,000. An AA participant will be hired as a special education teacher during the 2005-006 school year. A formal welcome at a Board meeting is planned. One participant moved, and another has not participated. Of the remaining eight participants, all are making satisfactory progress toward certification. The original four African American participants remain in the program. My recommendation to the Board will be that three participants be added to the program to replace the graduate and the two who have left the program. We have a waiting list of AA applicants who are interested in participation.