

Section 05: Hiring/Staffing

“The question is not whether we can afford to invest in every child; it is whether we can afford not to.”

-Marian Wright Edelman
The Measure of Our Success

Theory of Action for Staffing

- To ensure the employment and retention of a diverse, highly qualified staff committed to excellence for all students, the District will recruit and retain certified and non-certified staff who meet No Child Left Behind requirements and who embrace the beliefs and values of Champaign Unit #4 Schools as expressed in the District Strategic Plan. The employment of a highly qualified, diverse staff will occur through the implementation of targeted recruitment plans, by aggressive monitoring of hiring and certification, and by providing incentives for non-certified employees and graduates to enter the teaching force in Unit #4. These actions are based on the assumption that achievement, discipline, attendance and climate are positively affected when the staff reflects the diversity of the student body and when that diversity is celebrated.

District's Response to Data: Staffing/Hiring

CHALLENGES

- To retain AA hires during the process of budget reductions.
- To continue to hire AA teachers when the total number of hires is expected to decrease.
- To retain AA hires in schools that are more challenging than in surrounding districts that are not as diverse and that are not as focused on accountability.

Summary of Teacher Staffing Changes Since October SY2005

- These changes are the result of resignations, appointments and internal transfers. The net change in ethnic categories are as follows:
 - White: -5
 - African American -1
 - Hispanic +1
 - Asian/Pacific No Change

Summary of Teacher Staffing Changes

- The negative one (-1) African American is the result of a Stratton Elementary teacher currently on maternity leave. This teacher is scheduled to return in February, 2005. An African American teacher was transferred from Garden Hills Elementary to Booker T. Washington Elementary based on declining enrollment at Garden Hills and a vacancy at Washington.

Staffing Trends

- Staffing changes are monitored to identify trends and to gather data regarding changes in the numbers and distribution of African American teachers on each campus.
- As the District continues to work with the Court Monitor to refine data collection and analysis and to make the information more transparent to all stakeholders, the following timeline is proposed:

Staffing Trends Timeline Proposal

- First Quarterly Report to the Court Monitor ending September 30. This report will focus on current year hiring data.
- Second Quarterly Report-Affirmative Action/Equal Employment Opportunities (AA/EEO) Audit ending December 31. The AA/EEO Audit format will be revised to reflect the information required for the Annual Monitor's Report. The section on national parity in hiring will be eliminated because it is not applicable to Consent Decree goals.
- Third Quarterly Report. Update of information including planned interventions for campuses unsuccessful in hiring African American candidates in two (2) consecutive years.
- Fourth Quarterly Report. Analysis of the District's efforts in recruiting, hiring, and retention for the year.

Affirmative Action/Equal Employment Opportunities

- The information reported to the Court Monitor in the AA/EEO audit/Second Quarter Monitoring Report will include:
 - Certified and classified staff by gender and ethnicity.
 - Hiring and resignation by gender and ethnicity.
 - Teacher gender and ethnicity by building.

Affirmative Action/Equal Employment Opportunities

- Teacher experience Range (Lane) and Step.
- Teacher gender and ethnicity by position.
- Classified staff by gender and ethnicity.
- Administrative staff by gender and ethnicity.
- Teacher interview candidates by gender and ethnicity.
- Analysis of trends, changes, and interventions by school.

Dec Teacher SY2005 Count

Title	1-White	2-African American	3-Hispanic	4-Asian/Pacific	Grand Total
Elementary Teacher	254	41	12	5	312
Guidance Counselor	14	3	0	0	17
High School Teacher	156	11	4	3	174
Junior High-Middle School Teacher	111	18	1	8	138
Librarian-Media Specialist	15	1	0	0	16
Psychologist	9	0	0	0	9
Social Worker	18	5	1	0	24
Special Education Teacher	110	10	2	3	125
Grand Total	687	89	20	19	815

Dec SY2005 % within position

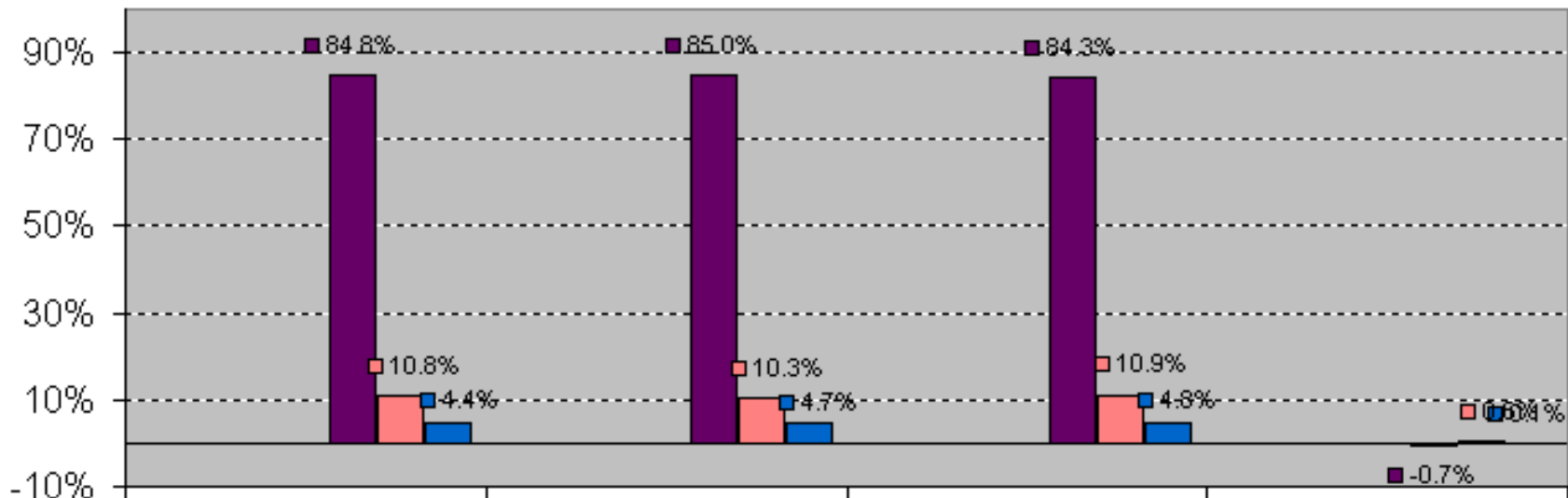
Title	1-White	2-African American	3-Hispanic	4-Asian/Pacific	Grand Total
Elementary Teacher	81.4%	13.1%	3.8%	1.6%	100.0%
Guidance Counselor	82.4%	17.6%	0.0%	0.0%	100.0%
High School Teacher	89.7%	6.3%	2.3%	1.7%	100.0%
Junior High-Middle School Teacher	80.4%	13.0%	0.7%	5.8%	100.0%
Librarian-Media Specialist	93.8%	6.3%	0.0%	0.0%	100.0%
Psychologist	100.0%	0.0%	0.0%	0.0%	100.0%
Social Worker	75.0%	20.8%	4.2%	0.0%	100.0%
Special Education Teacher	88.0%	8.0%	1.6%	2.4%	100.0%
Grand Total	84.3%	10.9%	2.5%	2.3%	100.0%

Dec SY2005 Teacher Race/Ethnicity by Building

Building	1-White	2-African American	3-Hispanic	4-Asian/Pacific	Grand Total
Barkstall Elementary	34	2	0	0	36
Bottenfield Elementary	29	4	0	0	33
Carrie Busey Elementary	36	3	1	1	41
Centennial High School	94	7	2	2	105
Central High School	94	9	2	1	106
Columbia Ctr Hi School	8	0	0	0	8
Columbia Ctr Mdl School	6	0	0	0	6
Dr Howard Elementary	33	6	2	1	42
Edison Middle School	49	9	1	3	62
Franklin Middle School	45	7	0	2	54
Garden Hills Elementary	31	6	0	0	37
Jefferson Middle School	52	10	0	5	67
Kenwood Elementary	32	2	0	1	35
Robeson Elementary	33	4	0	0	37
South Side Elementary	21	2	0	0	23
Stratton Elementary	24	9	0	1	34
Washington Elementary	18	4	6	0	28
Westview Elementary	31	2	2	1	36
Champaign Early Childhood Center	17	3	4	1	25
Grand Total	687	89	20	19	815

Teacher - Total District Race/Ethnicity Dec SY2005

Percentage



	SY2003	SY2004	SY2005	Change for 05
White	673	676	687	11
African American	86	82	89	7
Other	35	37	39	2
Total	794	795	815	20
■ White %	84.8%	85.0%	84.3%	-0.7%
■ Afr Am %	10.8%	10.3%	10.9%	0.6%
■ Other %	4.4%	4.7%	4.8%	0.1%

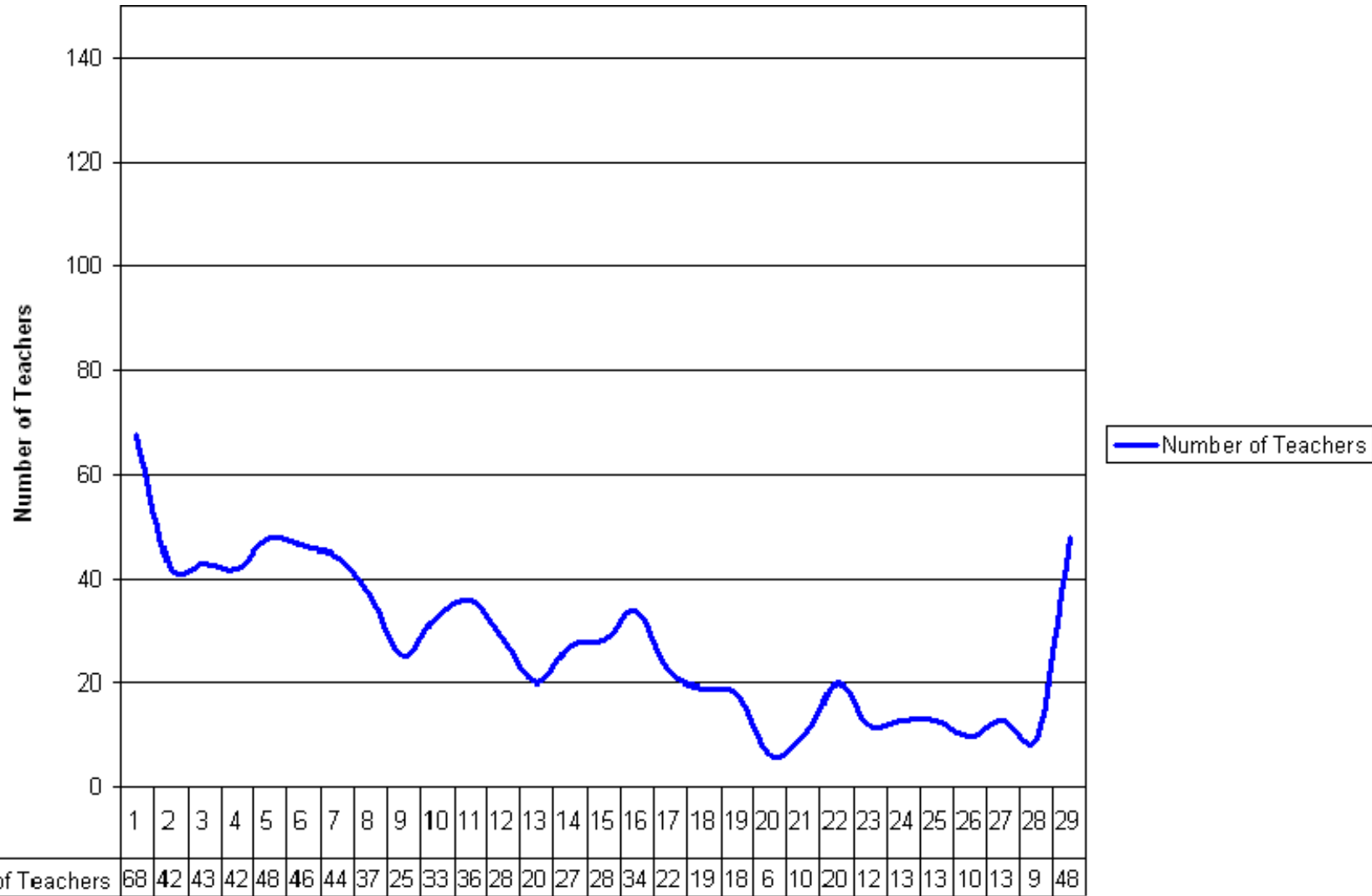
Net Change SY2004 to SY2005

Dec SY2005 Teacher Hiring Race/Ethnicity by Building

Building	1-White	2-African American	3-Hispanic	4-Asian/Pacific	Grand Total
Barkstall Elementary	3	0	0	0	3
Bottenfield Elementary	3	2	0	0	5
Carrie Busey Elementary	4	1	1	0	6
Centennial High School	11	2	0	0	13
Central High School	9	2	0	0	11
Columbia Ctr Hi School	1	0	0	0	1
Columbia Ctr Mdl School	1	0	0	0	1
Dr Howard Elementary	7	2	0	0	9
Edison Middle School	10	0	1	0	11
Franklin Middle School	15	1	0	0	16
Garden Hills Elementary	5	0	0	0	5
Jefferson Middle School	13	2	0	4	19
Kenwood Elementary	2	0	0	0	2
Robeson Elementary	0	1	0	0	1
South Side Elementary	1	0	0	0	1
Stratton Elementary	7	1	0	1	9
Washington Elementary	3	2	2	0	7
Westview Elementary	3	1	0	0	4
Champaign Early Childhood Center	1	0	1	0	2
Grand Total	99	17	5	5	126

Teacher Experience by Step

Source: SY2005 Dec Data Tables - Employees



Teacher Experience by Lane

Source: SY2005 Dec Data Tables - Employees

