



# *BOE DEI Advisory Committee Human Resources Update*

*10.5.2023*



What is an *exemplary* educator?



How do we recruit *exemplary educators*?



## Goal

Recruit highly skilled educators from a competitive and diverse candidate pool.

- By the end of the 2023-24 school year, the district will increase the number of diverse candidates hired.



*Let's unpack this!*

Recruit highly skilled educators from a competitive and diverse **candidate pool**.

- By the end of the 2023-24 school year, the district will increase the number of diverse candidates hired.



# Kansas Educator Engagement & Retention Study

*Emporia State University, KASB, KNEA, USA Kansas, 2022*

- Two-thirds of school districts currently report experiencing teacher shortages (Frontline, 2021).
- 55% of teachers are planning to leave the classroom earlier than anticipated due to Covid-19 (National Education Association, 2022).
- Teacher preparation enrollment was down by one-third from 2010-2017 (Partelow, 2019).
- For the first time ever, a majority (54%) of parents discourage their children from becoming teachers (PDK International 2018).
- Teacher vacancies increased 62% between the fall of 2020 and 2021 (KSDE, 2021).



## Kansas State Department of Education's season Teacher Vacancy & Supply Report

- Vacancies
  - o Fall 2021 = 1,253 → Fall 2022 = 1,628
- Teacher stability (stay in the same district)
  - o Fall 2021 = 89.5% → Fall 2022 = 87.3%
- Newly graduated teachers = 3.7%
- Kansas net gain of 233 teachers from other states.
- Retirements increase from 785 (2020) to 986 (2022).
- New teacher retention (remain through 3rd year)  
dropped from 90% to 86.3%

*\*Reported in the [Topeka Capital-Journal](#), by  
[Rafael Garcia](#), 10/13/22*



# Blue Valley Statistics

## Fall Vacancy Report (2023)

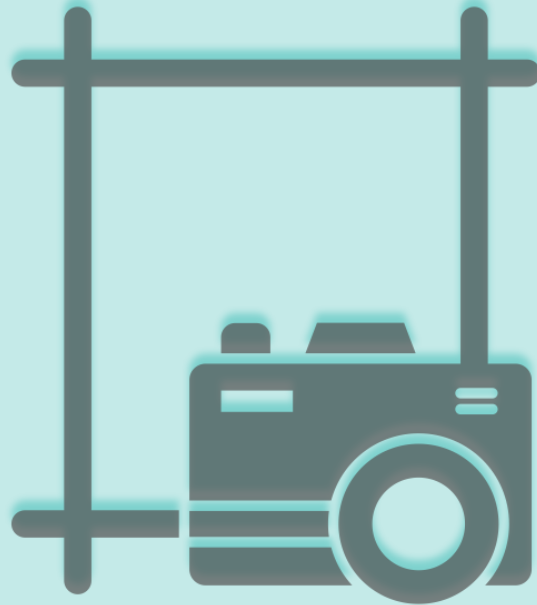
- 18 vacancies
  - o 13 SPED
- Filled by licensed substitutes or guest contractors.





# Blue Valley Statistics Resignations & Reasons

*Let's look at a  
couple of  
snapshots...*





# Blue Valley Statistics Resignations

*Additional  
info...*

<b>Race Description</b>	<b>End of 2019-20</b>	<b>End of 2020-21</b>	<b>End of 2021-22</b>	<b>End of 2022-23</b>
American Indian/Alaskan			2	3
Asian	3	4	5	8
Black/African American	1	4	3	6
Hispanic/Latino	1	3	1	1
Native Hawaiian Pacific Island	1			
White	168	204	220	183
<b>Total</b>	<b>174</b>	<b>215</b>	<b>231</b>	<b>201</b>



# Blue Valley Statistics

## Certified Staff Demographics

*Additional  
info...*

<b>Race Description</b>	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>
American Indian/Alaskan	7	10	14	12
Asian	26	28	32	39
Black/African American	22	25	27	28
Hispanic/Latino	10	9	6	6
Native Hawaiian Pacific Island	1	0	0	0
White	1830	1807	1772	1782
<b>Total</b>	<b>1896</b>	<b>1879</b>	<b>1851</b>	<b>1867</b>



# What are we doing?

- Student Teacher Spotlight Series
- Johnson County Educator Fairs
- KU SPED Unified Interview Day
- Increase Recruitment Footprint
  - o Focus on Teacher Mobility Compact Areas
- Para to Teacher Scholarship Opportunities
- ESOL Endorsement Pilot (OTE)
- Attending National Educator Shortage Summit (AASPA)



**Johnson County**  
**EDUCATOR**  
**RECRUITMENT FAIR**

Unlock the door to endless possibilities at the highly anticipated Johnson County Educator Recruitment Fair! Meet multiple school districts, learn about various positions, discuss pathways to licensure, gather information about degree programs, and participate in on-the-spot interviews.

**NOVEMBER 17**   
9:00 - 3:00 PM

**HILLTOP CONFERENCE CENTER**   
7700 W. 143rd Street, Overland Park, KS 66223

 **USD 232**  
Unified School District No. 232  
www.usd232.org

 **BLUE VALLEY**  
SCHOOLS  
Education Beyond Expectations

 **Olathe**  
OLATHE PUBLIC SCHOOLS USD 233

 [kcwessel@bluevalleyk12.org](mailto:kcwessel@bluevalleyk12.org)



# Increase Footprint

## Fall 2023 (examples)

Northwest Missouri State  
Missouri State Springfield  
Langston University  
University of Nebraska-Lincoln  
Pittsburg State University  
University of Texas  
University of Kansas  
Emporia State University  
Northeast Educators Rising Conference  
Washburn University  
Texas A&M  
Hastings College  
Fort Hays State University  
University Central Missouri

## Spring 2024 (examples)

University of Nebraska - Kearney  
University of Nevada - Reno  
Utah State University  
Benedictine  
Wichita State University  
Teacher Diversity Career Fair  
Missouri Teacher Career Fair  
Mid-America Nazarene  
Emporia State University  
Kansas State University  
Rockhurst University  
PERC - Monroeville  
Upstate NY Recruitment Fair



How do we retain *exemplary educators*?



## Goal

In partnership with associations, by the completion of the 2023-24 negotiations, salary schedules will reflect highly competitive wages.

- Negotiated 6% increase in all salary schedules
- Health Insurance Renewal



# Goal

Build the capacity of every educator to ensure a transformative educational experience for every student.

In partnership with the associations and academic services, by the end of the 2023-24 school year, educators will have received district-wide quality professional development and training.

- PSW
- Educator-Designed PL
- Teacher Leadership Academy
- Aspiring Principals Academy
- Mentoring Program





# Highlight



Approx  
220 Mentees  
70 Mentors



# Goal

Increase efforts to retain and support every educator.

By the end of the 2023-24 school year, the district will increase the number of professional employees retained

Higher Retention This Year!

- 15% fewer teacher resignations!
- Fewer classified resignations





*Thoughts, comments, feedback?*