

ANN ARBOR PUBLIC SCHOOLS  
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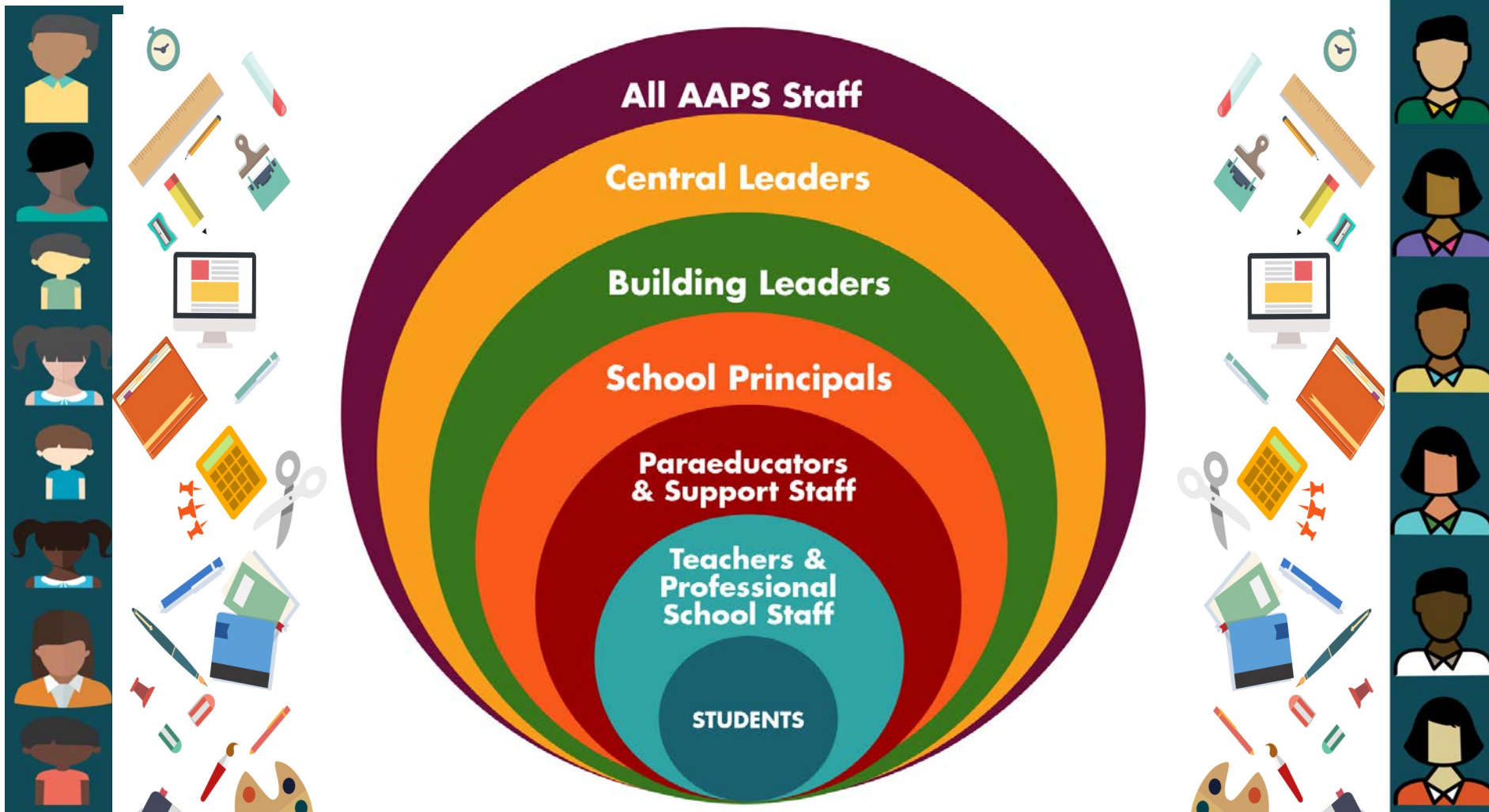


# Recruitment and Staffing 2022 Annual Report

Board of Education  
December 21, 2022

*John Randle, Assistant Superintendent  
Human Resources & Employee Relations*





# 2022-23 Staffing Goals

- ✓ Address unique and continuing challenges of staffing
  - Higher number of retirements/exits
  - Smaller pool of applicants – professional and support personnel
    - **Particularly in critical needs areas**
- ✓ Provide the necessary resources to enhance the educational opportunities of our Special Education students
- ✓ Continue commitment to hire a highly-skilled and diverse staff
- ✓ Continue commitment to maintain class sizes at all levels
- ✓ Staff retention
- ✓ Expanding efforts for recruitment



# Staff Totals By Group

	2022-23
<b>Teachers &amp; Professional School Staff</b> (includes Teachers, Counselors, School Social Workers, Speech Therapists, Occupational Therapists, School Psychologists, School Nurses, Intervention Specialists, Coordinators)	1482
<b>Para Educators &amp; Other School Support Staff</b> (includes Para Educators, Office Professionals, Community Assistants, Rec & Ed Coordinators & Technical Support Personnel)	571
<b>School Principals</b>	34
<b>Building Leaders</b> (includes Assistant Principals, Class Principals, Deans, Assistant Deans, Athletic Directors)	34
<b>Central Leaders</b> (includes District Leadership Team, Directors, Assistant Directors)	24
<b>TOTAL*</b>	<b>2145</b>

\*Staffing numbers are fluid and change daily

This number represents full time equivalency (FTE) not headcount as of November 29, 2022.



“ Good schools, like good societies and good families, celebrate and cherish diversity.

Deborah Meier



# Diversity Core Values



In the Ann Arbor Public Schools, we:

- ✓ Respect diversity, celebrate and benefit from a rich, diverse learning and work environment, and understand that diversity strengthens the organization.
- ✓ Recognize that diversity supports all creative energies and cultivates new talent not before recognized.
- ✓ Acknowledge diversity as a strength both within the Ann Arbor community and in the Ann Arbor Public Schools.
- ✓ Understand that our students and staff benefit from the many perspectives and rich culture of a diverse educational environment.
- ✓ Know that it is beneficial for students to have diverse and positive role models at school, and across our AAPS organization.
- ✓ Know that students who learn, grow, and succeed in a diverse K-12 environment will be much better prepared to take their next steps in a diverse world.

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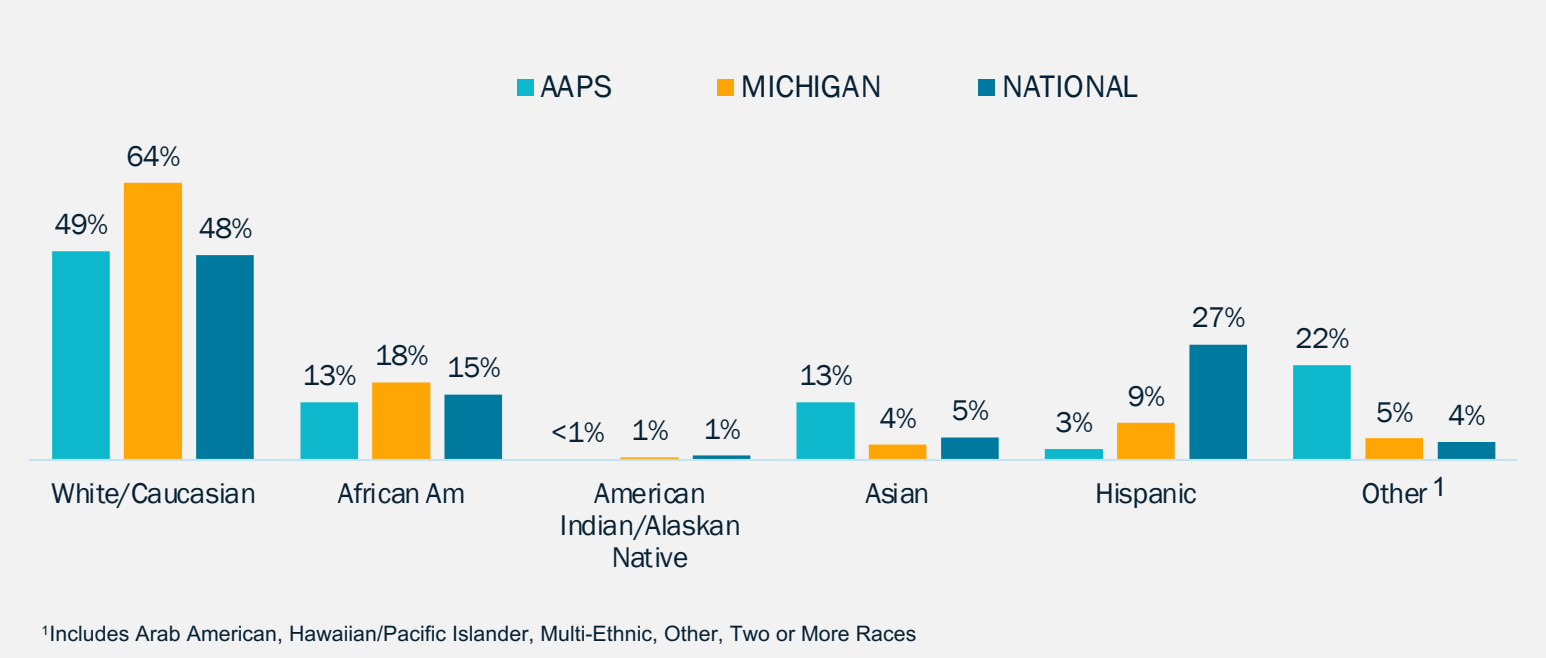


# Student and Teacher Race/Ethnicity Data State and National Comparison



# Student Comparison

## AAPS / State / National

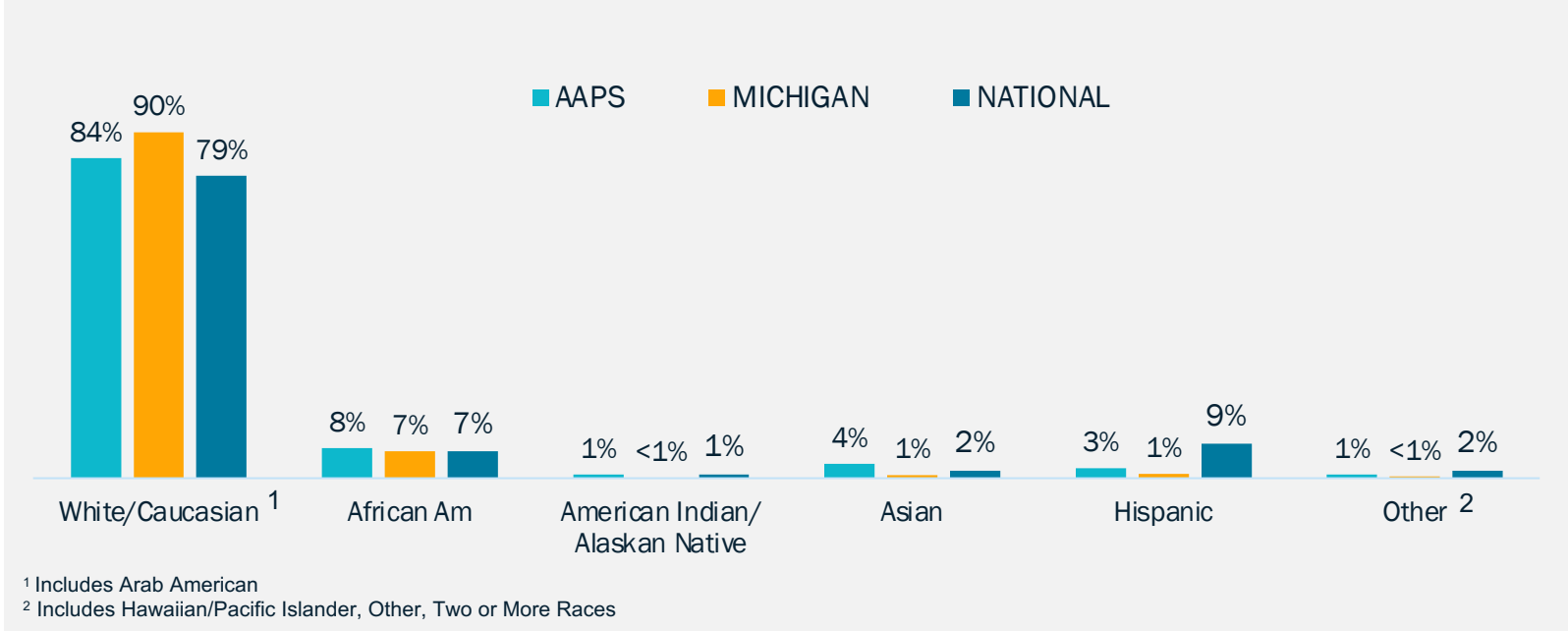


AAPS Source: 2022-23 Student Enrollment Data  
Michigan Source: 2021-22 MI School Data Student Count Snapshot  
National Source: National Center for Education Statistics, 2017-18



# Teacher Comparison

## AAPS / State / National

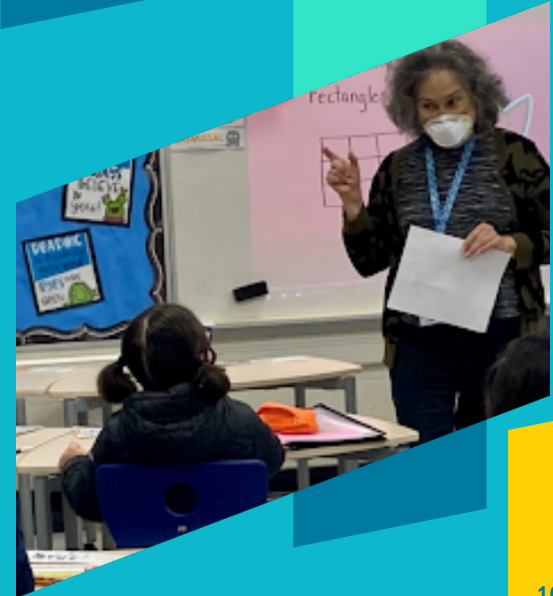


AAPS Source: 2021/22 New World Data 11-29-2022  
Michigan Source: 2019/20 MI School Data Staffing Count Snapshot  
National Source: National Center for Education Statistics, 2017/18

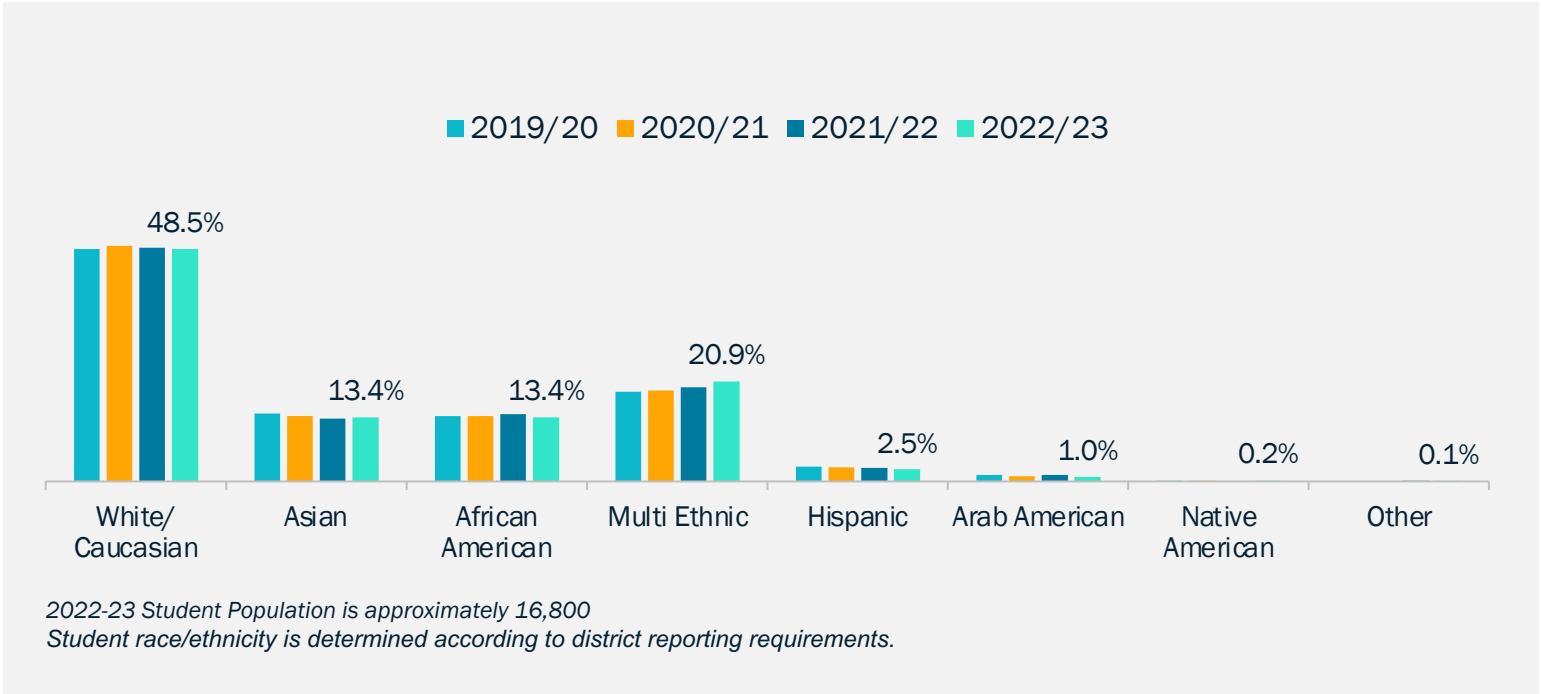
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# Student and Staff Race/Ethnicity Data 4-Year Comparison

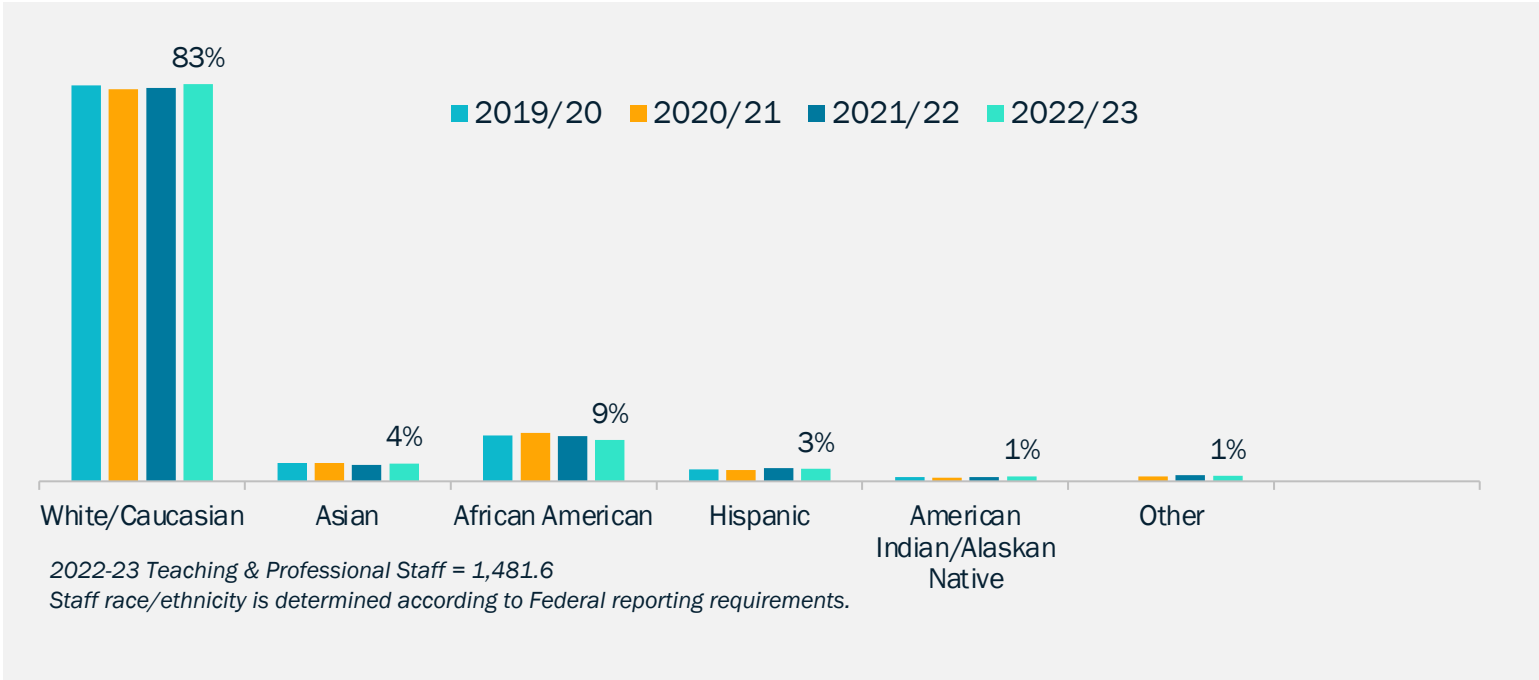


# AAPS Student Population



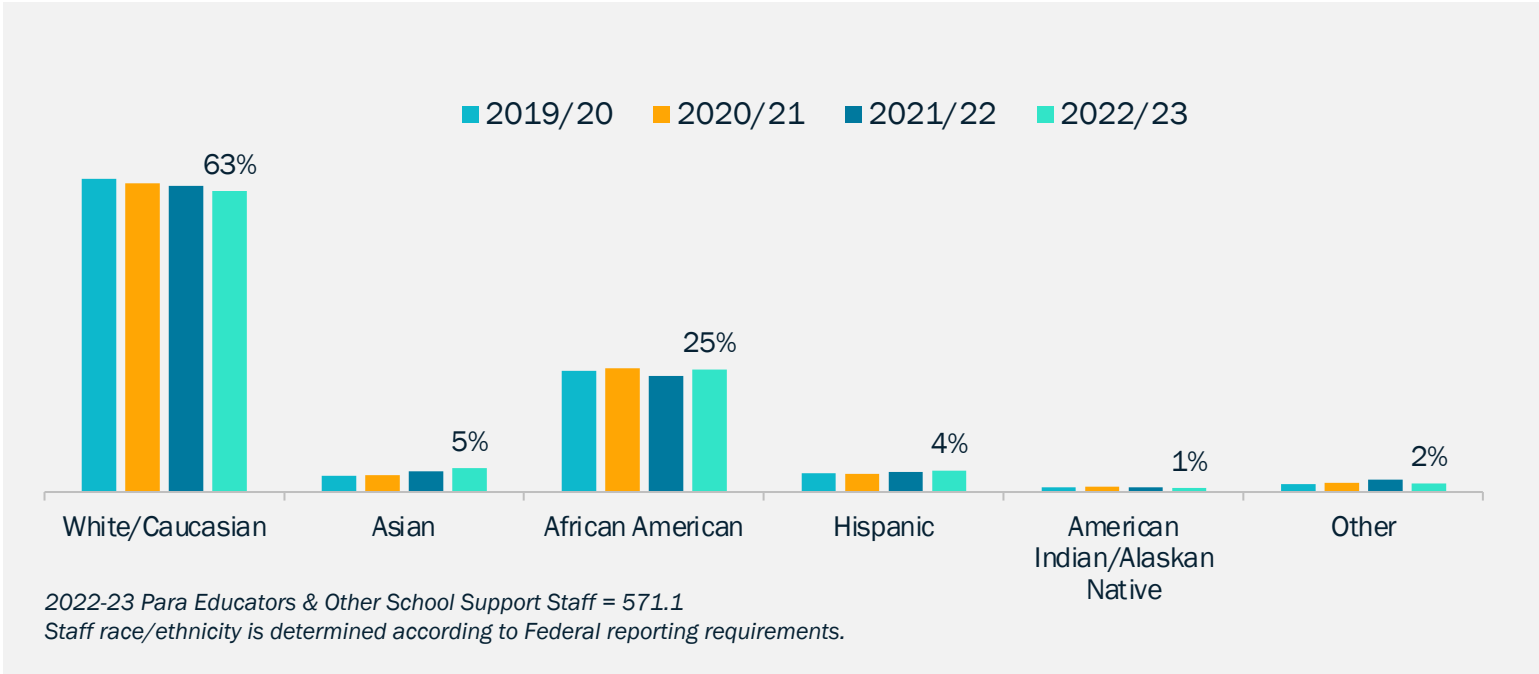
# Teachers & Professional School Staff

(Teachers, Counselors, School Social Workers, Speech Therapists, Occupational Therapists, School Psychologists, School Nurses, Intervention Specialists, Coordinators)

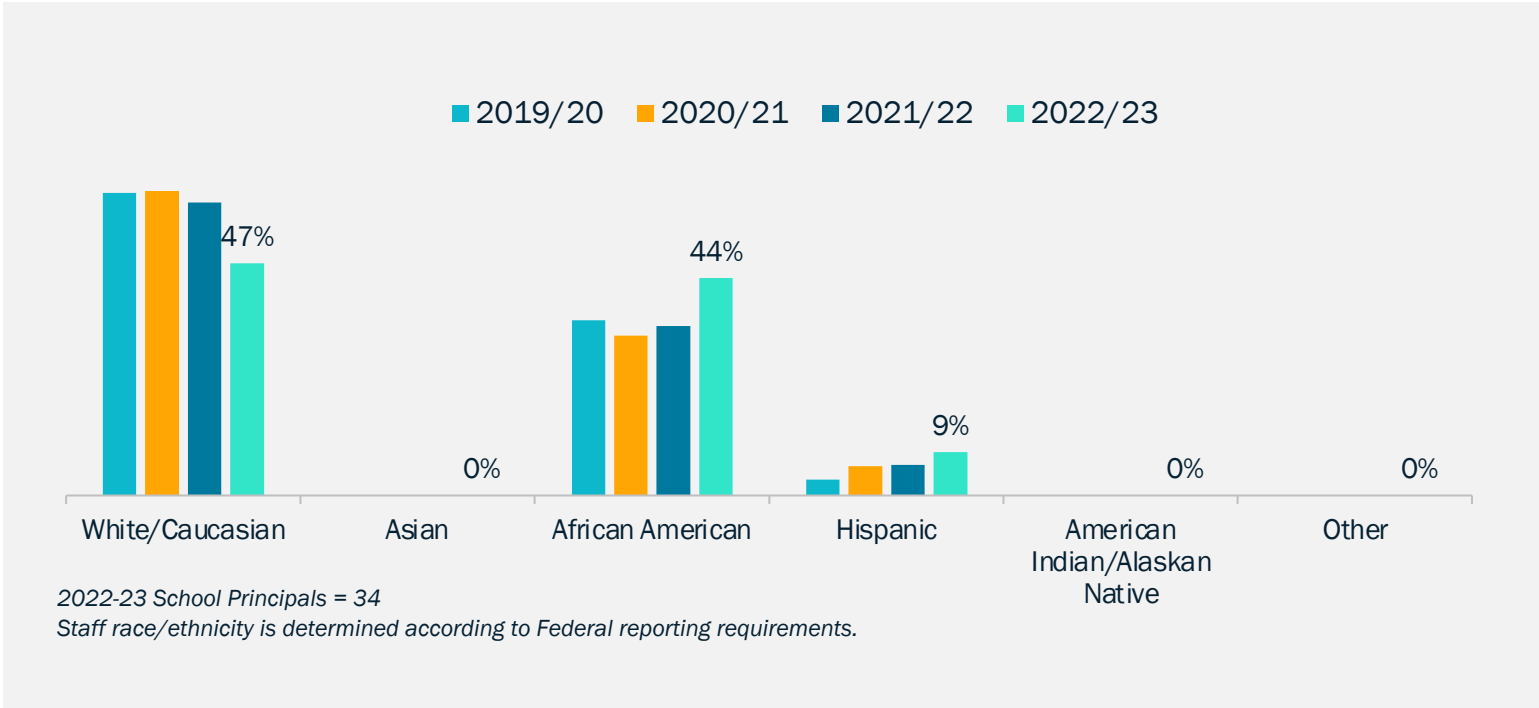


# Para Educators & Other School Support Staff

(Para Educators, Office Professionals, Rec & Ed Coordinators & Technical Support Personnel)



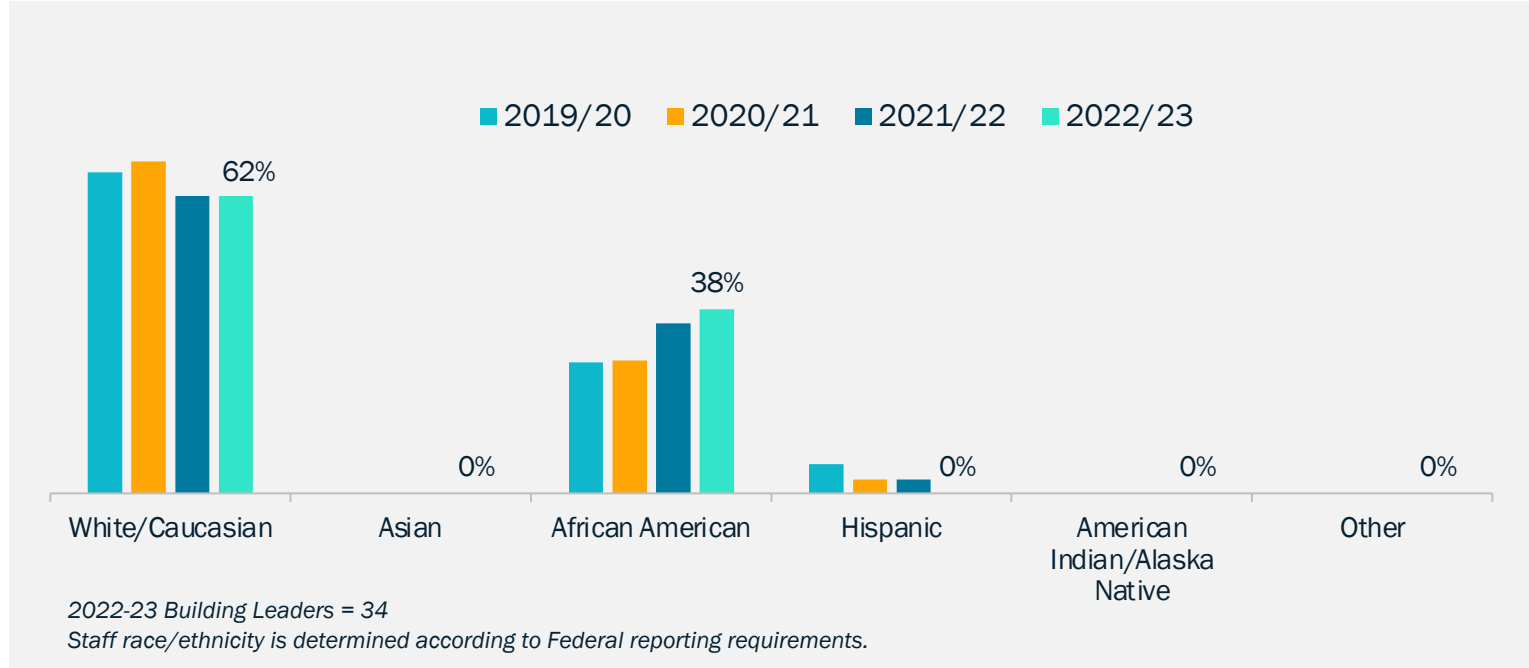
# School Principals





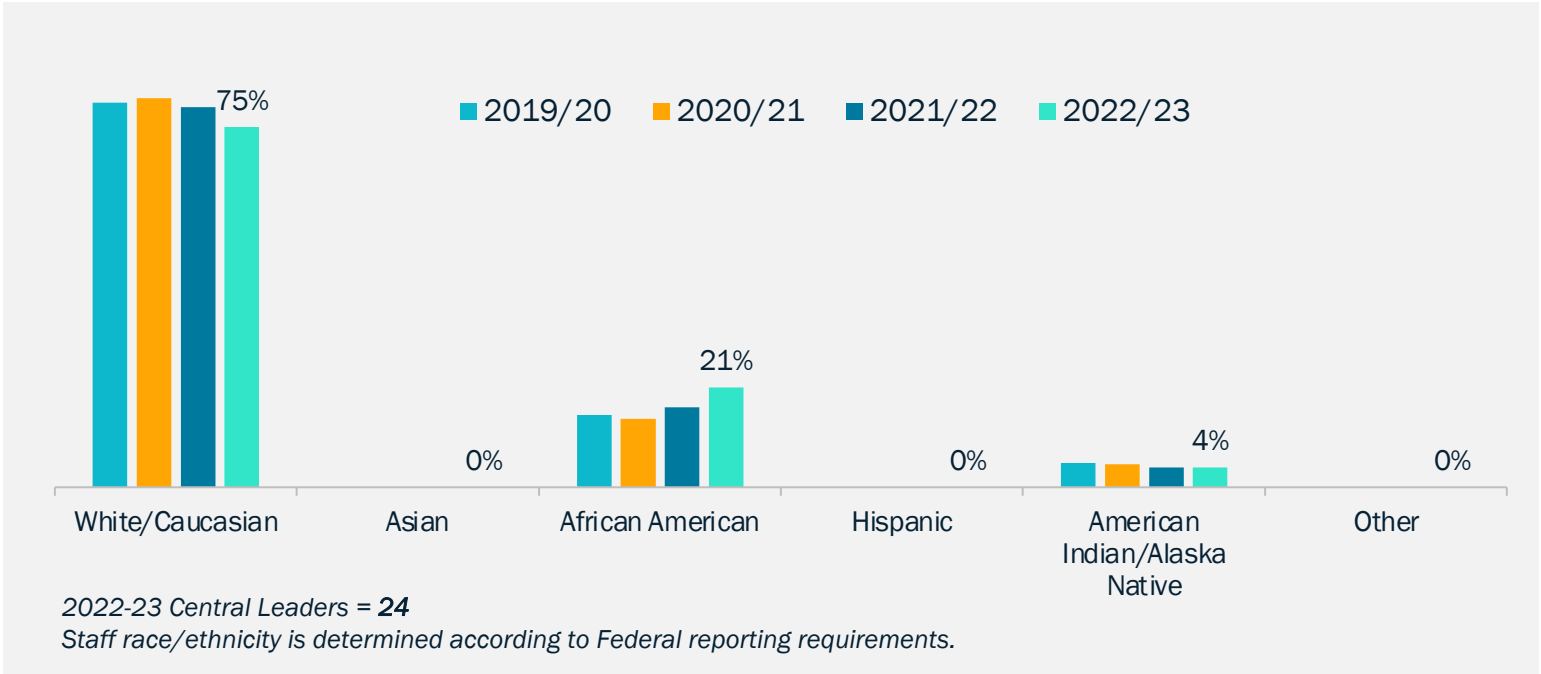
# Building Leaders

(Assistant Principals, Class Principals, Deans, Assistant Deans, Athletic Directors)



# Central Leaders

(District Leadership Team, Executive Directors, Assistant Directors)



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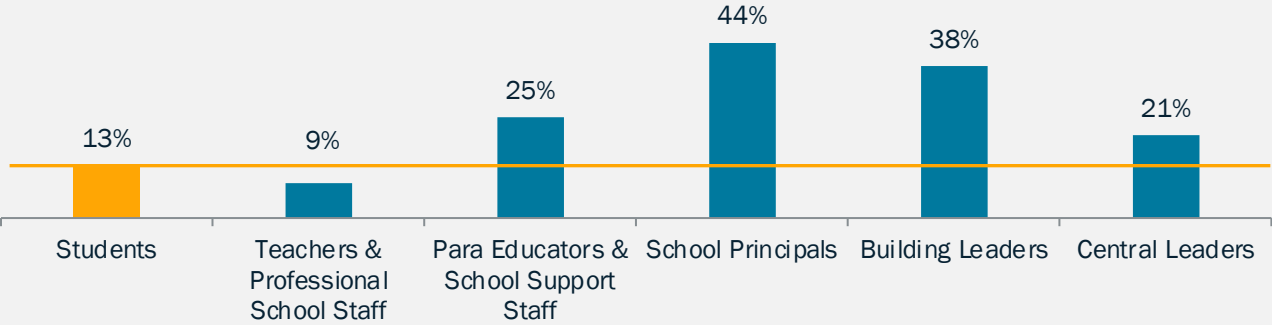
# Student and Staff

## Race/Ethnicity Comparison



# AAPS Staff/Student Comparison

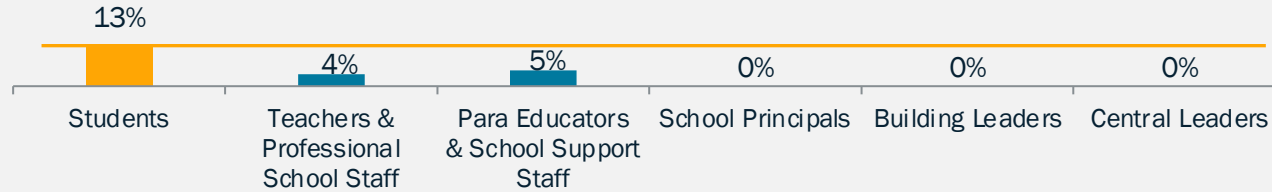
## African American Representation



*Student race/ethnicity is determined according to District reporting requirements.  
Staff race/ethnicity is determined according to Federal reporting requirements.*

# AAPS Staff/Student Comparison

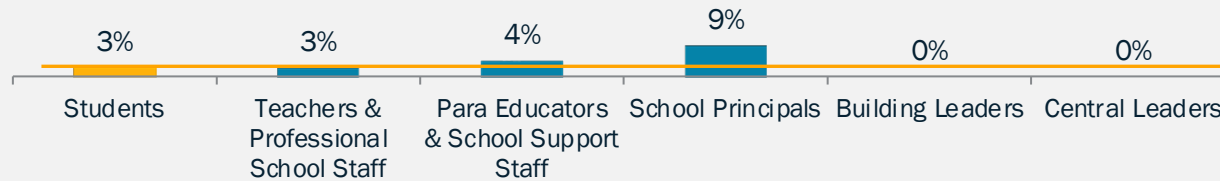
## Asian Representation



*Student race/ethnicity is determined according to District reporting requirements.  
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# AAPS Staff/Student Comparison

## Hispanic Representation



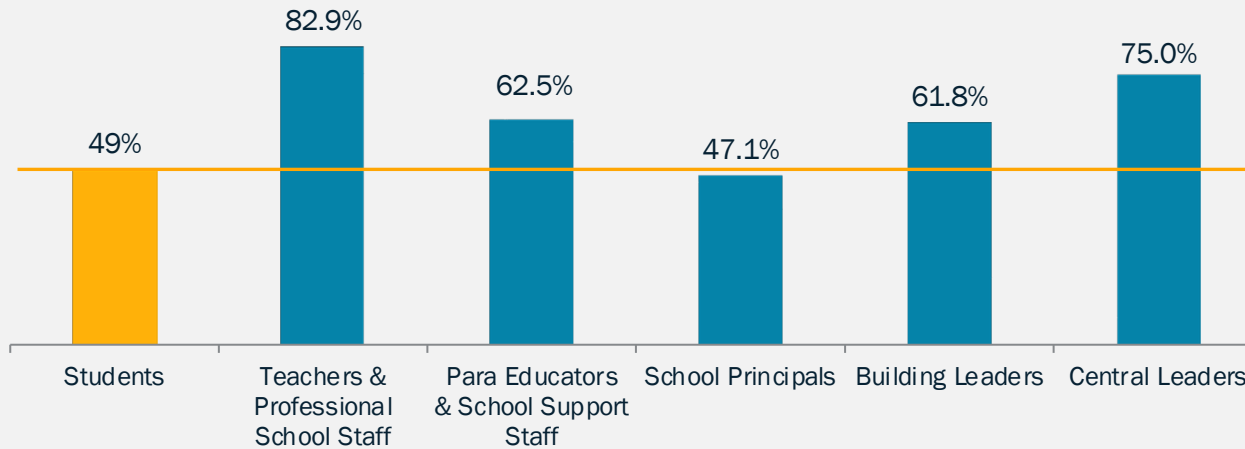
*Student race/ethnicity is determined according to District reporting requirements.*

*Staff race/ethnicity is determined according to Federal reporting requirements.*



# AAPS Staff/Student Comparison

## *White/Caucasian Representation*



*Student race/ethnicity is determined according to District reporting requirements.*

*Staff race/ethnicity is determined according to Federal reporting requirements.*

# Teacher & Staff Recruitment, Hiring and Retention

## 2022 Staffing Processes

- ✓ Hosted **AAPS Teacher and Support Staff Virtual Job Fair** in November
  - 67 applicants signed up to attend
  - Diverse group of applicants were considered
  - On the spot screening interviews were held
  - 56 applicants were advanced in our selection process
  - Pool of viable candidates shared with principals to move forward in the hiring process
  - Several applicants were offered positions
- ✓ **Hired 2-3 guest teachers assigned to every building**
- ✓ Recruiting a **pool of guest teachers** for 23-24 school year
- ✓ Held **weekly new hire orientations** to introduce and reinforce district values on diversity, equity and dignity.
  - **Hired 247 employees since July 1st; 139 of these are teachers**
  - New hire orientations continue to average 10-15 participants each week
- ✓ Managed **shift in nature of hiring timelines** – new trends
  - Hiring is ongoing
  - Mid-year movement is on the rise
  - Staff retiring/resigning at unusual times of year
- ✓ Continuously improving our **electronic work format** and flow for hiring recommendations
  - Developed **paperless hiring recommendation process**
  - Piloted a **new form capture system**
  - Able to capture electronic signatures and approvals
- ✓ Exploring other electronic document handling options for HR
  - Exploring **new form management system** to go live in 2023
  - Shifting to **electronic personnel files**
- ✓ Continue **HR On the Road** to remotely provide an ongoing positive HR presence and access for the buildings.

# New Teacher Recruitment and Retention

## Ongoing Action Plan

- ✓ Continued **collaboration with EMU and WISD to support AAPS paraeducators in pursuit of teaching certification in emotional impairment.** (currently 18 AAPS paraeducators are participating)
- ✓ Job postings are sent nationally and posted on job posting boards.
- ✓ Develop **network of key University and Organizational contacts** for outreach to minority candidates:
  - Eastern Michigan University
  - Michigan State University
  - University of Michigan
  - Wayne State University
  - Historical black colleges, sororities and fraternities
  - National Alliance of Black School Educators (NABSE)
  - Michigan Roundtable for Diversity and Inclusion
- ✓ Attend **annual teacher fairs** to recruit and provide AAPS materials to local and historically black colleges/universities
- ✓ Continue to **assist and follow student teachers** and substitute minority candidates to contact when positions become available
- ✓ **Provide student teaching access and the opportunity to interview** for available teaching positions upon graduation
- ✓ Continuously **seek new advertising opportunities** and best avenues for recruitment such as social media, education publications and job boards (i.e., Linked-In, Facebook, Twitter, etc.)
- ✓ Collaborate with **AAEA Minority Affairs Committee** to support and retain minority candidates
- ✓ Collaborate with district wide **Equity Team**
- ✓ **Expand our 'Grow Your Own'** program for outreach to AAPS paraeducators and other support staff interested in pursuing teaching certification

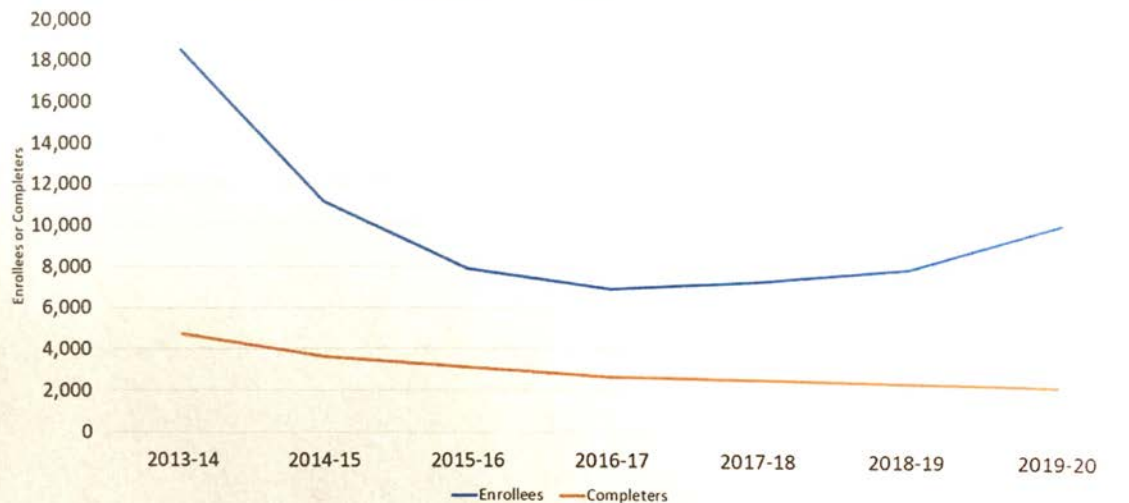
# Challenges

## Educator Workforce Trends

### National Educator Shortage

- ✓ Michigan Teacher Preparation Universities reporting decreased enrollments
- ✓ Critical shortage lists are growing

**Michigan Teacher Preparation Enrollment**



Source: U.S. Department of Education, Title II Report

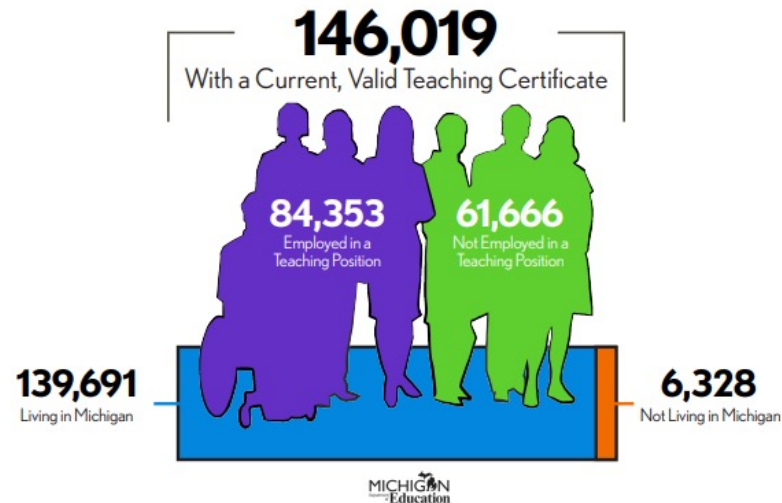
# Challenges

## Educator Workforce Trends

- ☑ Teachers holding valid certifications are not working in the field of education

### Teaching Certificates

The graphic below outlines the number of individuals who hold a valid teaching certificate as of October 2021. To understand Michigan's available pool of educators, educator certification data was reviewed to determine whether they they reside within Michigan and whether they were employed as teachers in the most recent Registry of Educational Personnel (REP) data collection. (For additional details, see appendix page 80.)



NOTE: includes individuals holding a valid teaching certificate with an issue date on or after January 1, 1981 and are less than the age of 70.

SOURCE: MOECS certification records and CEP1 employment records (as part of previously unpublished dataset).

# State of Michigan Efforts to Help Districts

- ☑ Talent Together - Superintendents from across Michigan are launching a program to address teacher shortages.
- ☑ Future Proud Michigan Educator Efforts
  - ☑ Appropriate Placement Flexibility
  - ☑ Grow your Own Grants
  - ☑ Temporary Certification Options
- ☑ Welcome Back Proud Michigan Educator
- ☑ Welcome Home Proud Michigan Educator



# AAPS “Grow Your Own” (Paraeducator to Teacher)

## Partnership with EMU & WISD

- ▶ Third year of partnership
- ▶ Current year we have 9 slots and a waiting list of interested staff
- ▶ First year cohort we have 7 participants still actively enrolled

## Spotlight - Justin Harper

- ▶ One of first cohort Grow Your Own candidates
- ▶ Worked through EMU/WISD Partnership
- ▶ Currently TA at Dicken Elementary
- ▶ Taking final exams and classes in 2022/23 to become a Special Education Teacher.





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# Guest Teacher Report

  
**OUR DISTRICT  
NEEDS YOU!**



EDUStaff is an educational staffing company that specializes in training and providing quality substitute teachers (or guest teachers), substitute paraprofessionals, and other employee types to our partnering school districts. Founded in 2010, EDUStaff has quickly become known in the educational community for providing outstanding customer service to our partnering school districts our external employees, and our substitute paraprofessionals.

# Guest Teacher Recruiting Efforts

- ✓ To date 503 guest teachers are actively working in AAPS
- ✓ Our ITD continues to provide Schoology training on a weekly basis with 8-10 new guest teachers participating each week
- ✓ Partnering with EduStaff we continuously recruit and market for additional guest teachers
- ✓ Recruiting retired teachers – to date AAPS has 44 retired teachers working as guest teachers in the district
- ✓ Identifying para educators qualified to guest teach as stipulated in the AAPS/AAEA-P MOU – to date 56 trained paras are actively guest teaching
- ✓ Offering teachers an opportunity for additional hourly work during their planning periods
- ✓ Assigned 2-3 dedicated building guest teachers to each location
- ✓ Exploring district level guest teachers that can be assigned on a daily basis
- ✓ Offering premium rates for Monday or Friday

# Next Steps – Building Pipelines

We are committed to continuing our efforts to hire, support, and engage minority staff

- ✓ Continue to increase partnerships in an effort to collaboratively obtain additional resources and partnerships that focus on minority recruitment
- ✓ Set expectations to ensure current AAPS staff are able to work in a diverse environment
- ✓ Enhance programs to retain minority staff once hired
- ✓ Make certain that all staff are aware of the Equity Team plan that is designed to focus on diversity, equity, inclusion and accountability
- ✓ Continue to provide annual diversity and sensitivity training to all staff
- ✓ Recruit for strong, diverse, candidate pools and hire the very best candidates
- ✓ AAPS Virtual Job Fairs will continue
- ✓ Interview teams require diverse representation of staff
- ✓ Professional Development incorporates equity throughout
- ✓ Continue to work with and include AAEEA Minority Affairs Committee in our recruitment and hiring efforts

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