

**Red Wing Public Schools**  
2451 Eagle Ridge Drive  
Red Wing, MN 55066

Phone 651.385.4500

www.rwps.org



### School Board Meeting Agenda Item

Topic: Recruitment and Hiring  
Contact(s):  
Presenter(s): Jackie Paradis, Business Manager;  
Amy French, Human Resource Manager  
Karsten Anderson, Superintendent

#### Nature of Action Requested by Board

Board action   
Board information or scheduled report

#### Background Information

##### Review of Hiring Practices

1. The district engaged Abdo, Eick, and Meyers (AEM) in April of 2021 to assess current hiring practices and make recommendations. Below is a summary:
  - Current practices are thorough, detailed, and compliant.
  - In light of the current recruiting landscape, the current process is long and may result in candidates taking another position.
  - The district may want to consider different approaches for different types of positions such as seasonal or temporary positions. AEM provided 3 samples in the full report.
  - Four areas recommended to change:
    - Standard points scales
    - Flexibility in the application process
    - Eliminating reference checks
    - Creating a pool of temporary workers
  - Ongoing training is needed for hiring managers.
2. At the Superintendent's request, Thomas Harris provided examples of application and interview questions related to work with diverse groups of learners. The examples will be reviewed and adapted to our needs.

##### Recruitment with Equity Lens

1. In July, the Superintendent met with Thomas Harris and a representative from Winona State University about attracting a more diverse group of student teachers in Red Wing. Possibilities include:
  - Using district hiring processes to select student teachers.

- Establishing contracts with student teachers so they serve as student teachers first semester and then substitute teachers second semester.
  - Paying student teachers to serve in Red Wing.
  - Submitting a grant request to local foundations to obtain housing stipends for student teachers with diverse backgrounds and/or learning in critical areas such as special education.
2. In July, the Superintendent met with Thomas Harris and representatives from the University of Wisconsin-Lacross about student teacher placements with the goal of having more student teachers of color to choose Red Wing Public Schools. Planning needs to take place soon as their student teachers select fall placements during the previous November.

Recommendation

No action is needed at this time.