

Joliet Township Human Resources Annual Hiring Update

February 18, 2025

Hiring is Aligned with Strategic Plan



Strategy 1: We will, in partnership with families and community, implement a systemic approach to culturally sustaining experiences and restorative justice to deliver an equitable education experience while expanding the diversity of our faculty and administration in order to remove systemic educational barriers.



Action Plan 1-3: Implement comprehensive processes which are designed to increase staff efficacy and provide opportunities to increase the diversity of staff within the school district.

New Hires For Current School Year



For the 2024-2025 Hiring Season, the Administrative Team Hired approximately 93 staff members (35 certified and 56 classified)

Paraprofessional hiring event over summer filled 8 Paraprofessional positions

Employment Process



Ensure fair and equitable process for all candidates



All participants on hiring teams are trained by Human Resources

Joliet Township Hiring Data

Current Certified Staff

Certified Staff: 494

- Administrators: 42
- Teachers: 384
- Social Workers: 14
- Counselors: 24
- Deans: 13
- IEP Manager: 4
- Psychologist: 5
- Nurse: 4
- Speech Pathologist: 4

Job Postings



Current Certified Postings:

- Industrial Technology
 - Math
 - Special Education
 - Speech Pathologist (West)
 - Bilingual Social Worker (West)
 - School Psychologist (Pathways/West)
 - Bilingual Instructional Coach (West)
- More positions will be posted after staffing is complete

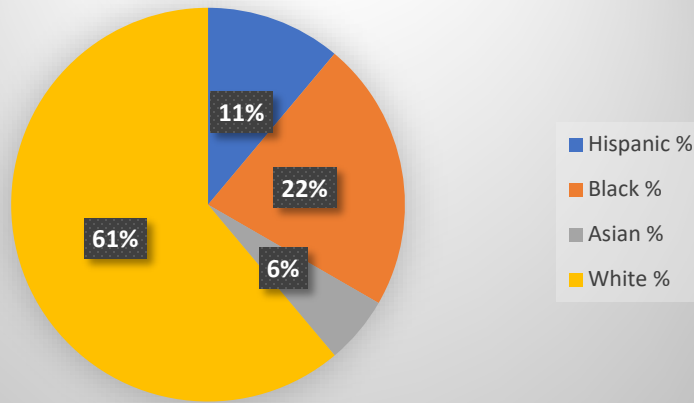
Current Administrative postings:

- Academy Coordinator (West)
- Curriculum Director for English
- AVAC/Transition Coordinator
- Asst. Director of Athletics/Activities (Both Campus')
- Director of Support Services

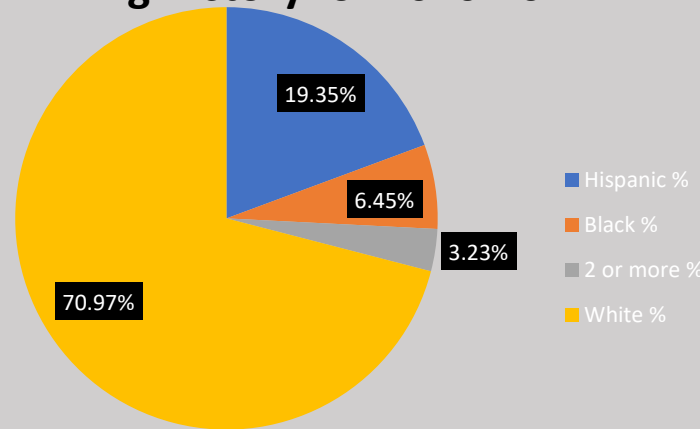
Certified Staff Hiring Demographics- Yearly Comparison



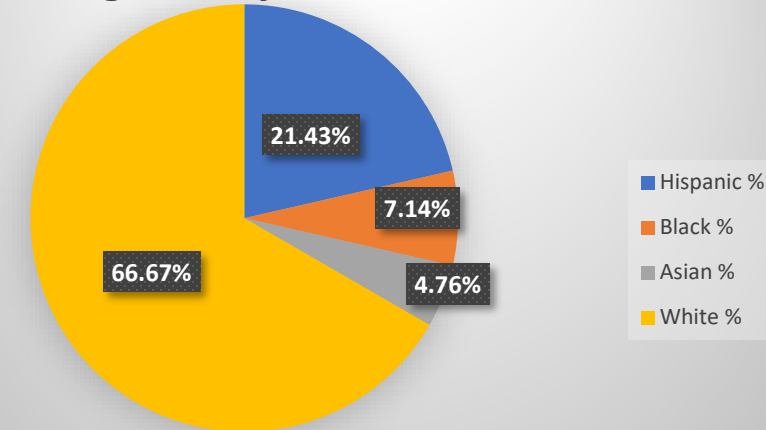
Hiring History 2019-2020



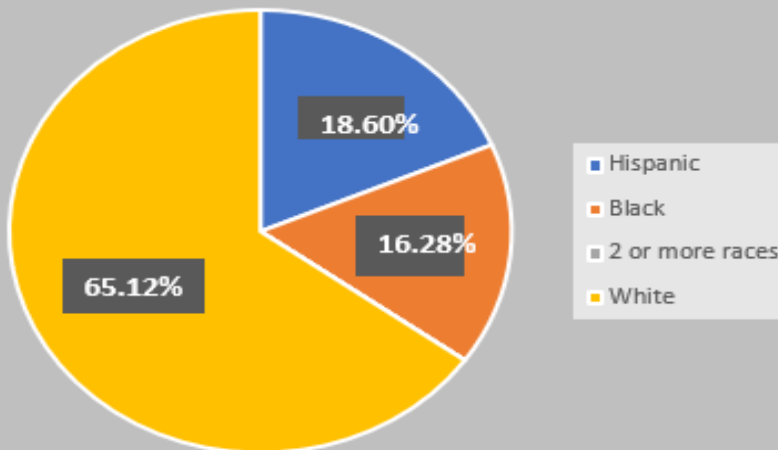
Hiring History for 2020-2021



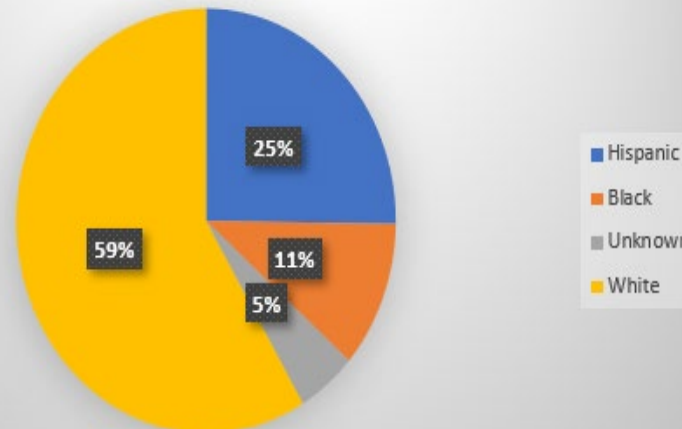
Hiring History for 2021-2022



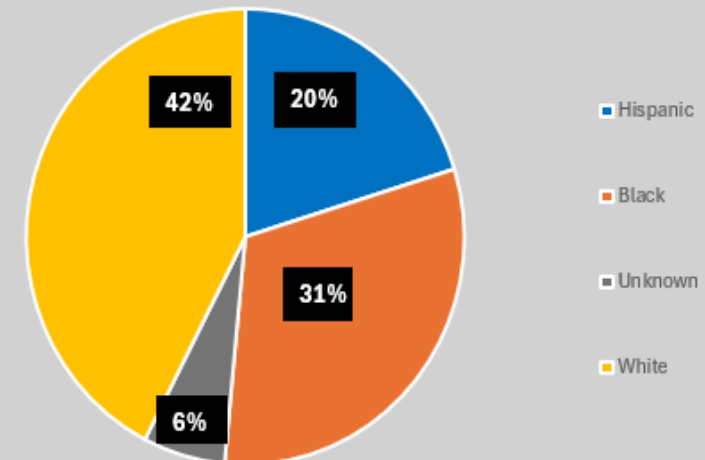
Hiring History for 2022-2023



Hiring History for 2023-2024



Hiring History for 2024-2025

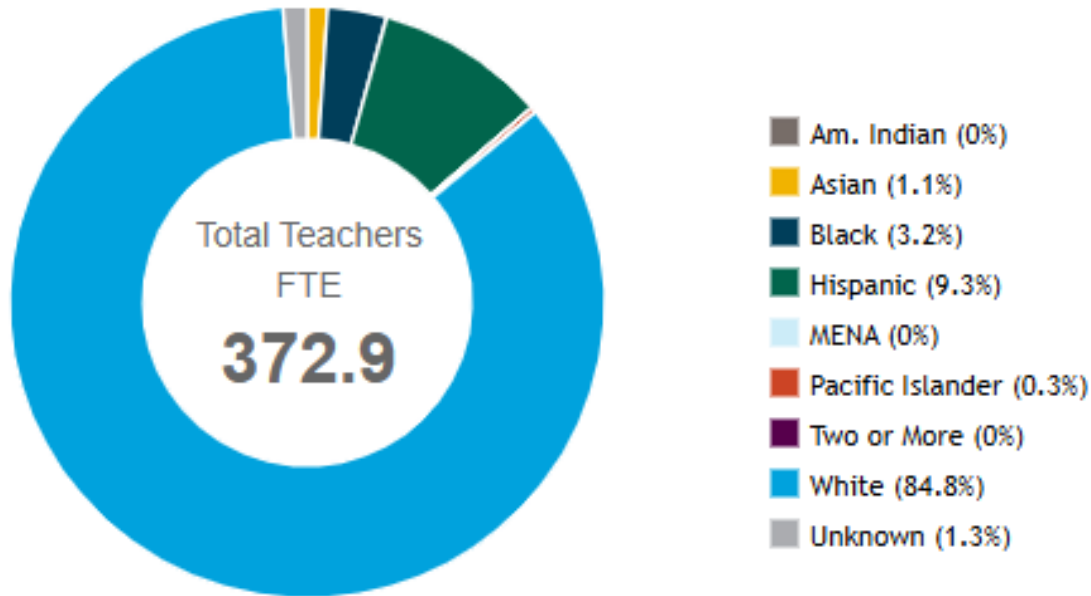


Joliet Township Teacher Demographics vs. Statewide Teacher Demographics



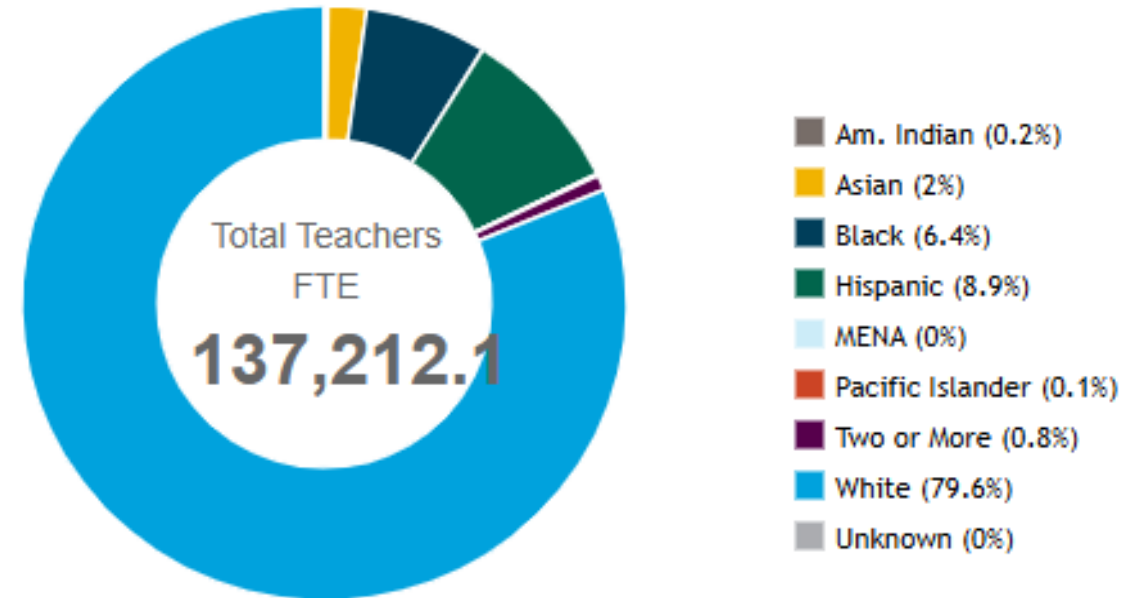
Joliet Township

District Teacher Demographics By Ethnicity (2024)



State of Illinois

State Teacher Demographics By Ethnicity (2024)



* 2023-2024 Data from IL Report Card

Internal Promotions

- Teachers moving into the following roles:
- Other to include Dean, Counselor, Social Worker, Psychologist, IEP Manager, Instructional Coach

**Administration (from teacher or other)

	Black	Hispanic	Asian	White
2022-2023				
Admin.	2	0	0	1
Other	0	0	0	1
2023-2024				
Admin.	0	1	0	0
Other	0	4	1	2
2024-2025				
Admin.	1	1	0	1
Other	0	0	0	2

Unfilled Illinois Public School Teaching Vacancies by Year

- 2018- 1415 FTE
- 2019- 1858 FTE
- 2020- 1984 FTE
- 2021- 1703 FTE
- 2022- 2138 FTE
- 2023- 3531 FTE
- 2024- 4096 FTE

**Data taken from Illinois State Board of
Education Website*

Unfilled JTHS Teaching Positions 2024-2025

Certified Positions:

- 1 Industrial Technology (CTE)
- 1 Speech Pathologist (part time)
- 2 Special Education
- 2 Math (both 2nd semester contracts)

Recruitment

Education Career Fairs

Advertising Openings

*Indeed, IASA Job Bank, K-12
Job Spot, National Minority
Newsletter, HBCU, Handshake,
IASPA, IASBO*

*Working with JJC
Paraprofessional
class and hosting
our own career fairs*

Recruiting and Hiring 2024-2025

Career Fairs- Attending

- ISPA Fair- February 12
- NIU Education Fair- February 24
- ISU Spring Education Fair- March 4
- Lewis University Education Fair- TBD
- IASPA Virtual Career Fair- March 6
- JJC Spring Fair- TBD

Career Fairs- Attended

- JJC Career Fair-
October 17,
2024
- ISU Fall
Education Fair-
November 12,
2024

Building our own JT Teachers



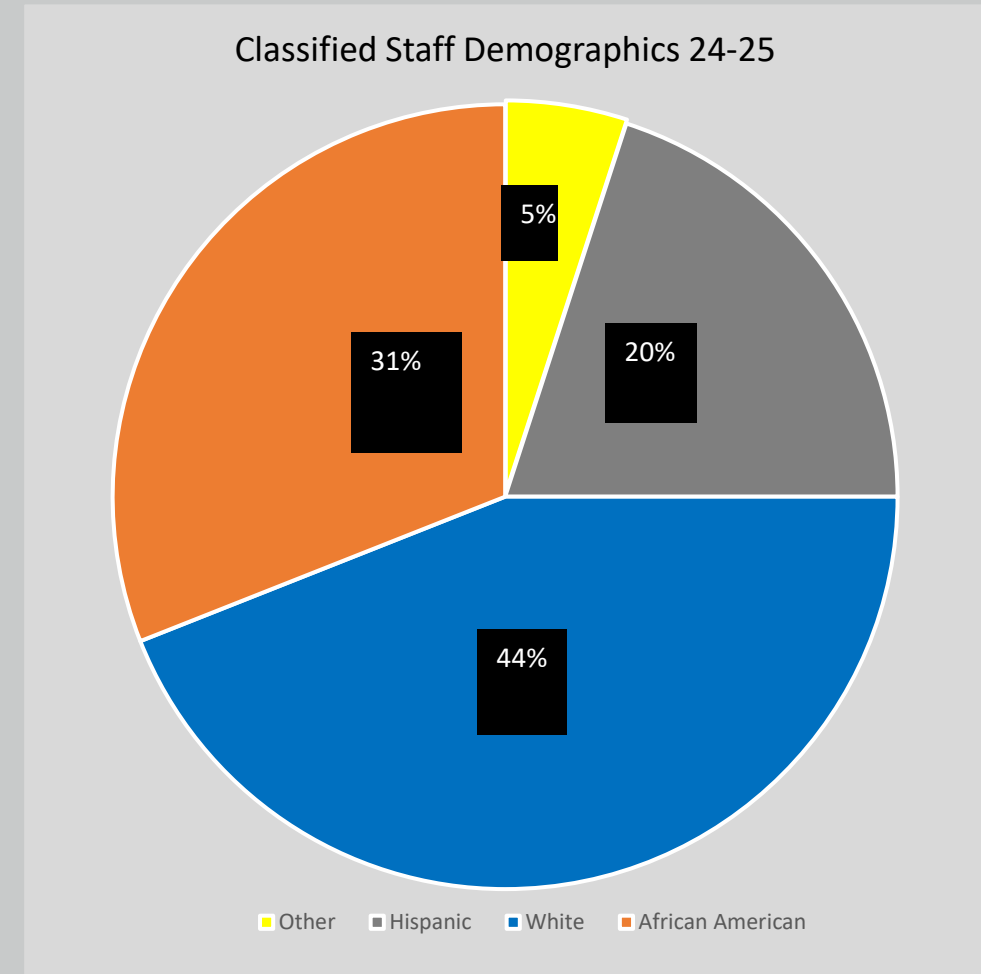
- University of St. Francis- Exploring the Teaching Profession (*Dual credit course for JTHS high school students*)
- St. Francis Multicultural Education Recruitment in Teaching (MERIT) - Scholarship partnership with JTHS 204 for students of color that major in education at USF
- Hosting Student Teachers

Classified Staff Demographics

Retention rate: 86%

Current Staff Demographics:

- 1%- Asian
 - 1%- 2 or more races
 - 3%- Undesignated
 - 20% Hispanic
 - 44% White
 - 31% African American
-
- **424** Total Current Classified Staff Members from Transportation, Cafeteria, Security, Paraprofessionals, Buildings and Grounds and Office Staff



56 Total New Classified Hires for 2024-2025

Teacher Retention Rates

Level	2024	2023	2022	2021
District	94.1%	94.3%	90.5%	90.7%
State	89.6%	90.2%	87.6%	87.1%

* Data from Illinois Report Card

Retention Strategies

- Solid onboarding procedures
- Hold New Employee Orientation
- Provide Training
- Employee Support and Recognition
- Conduct Exit Interviews

Questions

