



To: Board of Education
Dr. Carol Kelley, Superintendent of Schools

From: Gina Herrmann, Senior Director of Human Resources

Re: Equity Implementation Plan Update - Workforce

Date: October 13, 2020

Oak Park Elementary District 97's Equity Policy directly addresses workforce equity. It states, "District 97 shall recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional and support personnel."

In 2018, the Board of Education approved a recommendation to contract with the Alma Advisory Group in order to "better understand our systems and processes to recruit, hire, and retain a diverse teacher workforce." On December 11, 2018, the Alma group presented their findings and recommendations to the Board of Education. Based on the findings and recommendations of the Alma Advisory Group as well as the implementation of additional strategies, the following accomplishments have been made.

RECRUITMENT	SY18/19	SY19/20	SY20/21
Total Applicants	921	1169	1272
Candidates of Color	37%	41%	40%
Male Candidates	27%	26%	28%

2020-2021 Recruitment prior to COVID-19 pandemic:

- Representatives from District 97 attended the following Education Career Fairs:
 - Northern Illinois University
 - University of Illinois-Urbana/Champaign and Eastern Illinois University
 - Illinois State University
 - Depaul, University of Illinois - Chicago and Loyola University



- Marketing flyers were developed and distributed to local organizations.
- Senior Director of Human Resources spoke to a Teacher Prep class about resume building.

2020-2021 Recruitment during COVID-19 Pandemic:

- Senior Director of Human Resources attended virtual career fairs and virtual teacher prep classrooms.
- The Human Resources Department contacted universities and marketed virtual opportunities for candidates to learn more about the District, our teacher mentoring program, job embedded professional learning, hiring process, and compensation model.
 - April 22, 2020
 - May 6, 2020
 - May 18, 2020
- Fliers were developed about teaching in District 97 and distributed to universities.
- Refer a staff member

HIRING PROCESS	SY18/19	SY19/20	SY20/21
Interview Panel with 2+ persons of color	NA	43%	81%
2nd Round Interviews with 1+ Candidate of Color	NA	NA	86%
Final Round Interviews with 1+ Candidate of Color	NA	76%	85%
2nd Round Interviews with 1+ Male Candidates	NA	NA	87%
Final Round Interviews with 1+ Male Candidates	NA	67%	70%

Please [click here](#) to find the 2020-2021 standardized hiring process for teachers.



HIRING DATA	SY18/19	SY19/20	SY20/21
Teachers of Color	37%	34%	42%
Male Teachers	22%	24%	23%

RETENTION	SY18/19	SY19/20	SY20/21
Teacher Retention Rates	91%	89%	NA

4 Year Teacher Demographic Data

Ethnicity/Race	SY17/18	SY18/19	SY19/20	SY20/21
Hispanic	8%	7%	9%	9%
African American/Black	20%	18%	15%	23%
Caucasian	68%	63%	66%	58%
Asian	0%	7%	2%	6%
Native American	0%	0%	0%	0%
Multi-Racial	3%	5%	8%	4%