

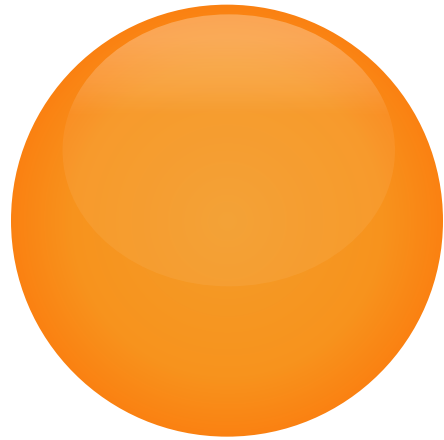


Hiring and Retention for Parkrose School District
March 7, 2022



A look at the hiring data over the years -

- 2017-2018 – 32 New Hires. 15% were people of color. 40% class/60% cert
- 2018-2019 – 51 New Hires. 29% were people of color. 66% class/34% cert
- 2019-2020 – 52 New Hires. 27% were people of color. 63% class/37% cert



RECAP – WHAT WE HAVE DONE



Strategy #1: “Widen the Net”

- **Revise the job description to emphasize experience working with diverse student populations and our statement of intent to hire diverse candidates.**
- **Add essay questions to the application process to assess candidate’s cultural fit.**
- **Screen as many attendees as possible. Be prepared to quickly set up follow up interviews.**
- **Revise Interview questions that address ones multicultural competency and that has them discuss their experience teaching children of color, challenging racism, etc.**
- **Change hiring paradigm – from hiring “fast” to hiring “intentionally” - be patient, screen more people than you normally would, include more people in the hiring process.**
- **Intentional focus on hiring diverse candidates at the job fair for last three years.**
- **Change deadline to Open until filled - best consideration date**

Strategy #2: Grow Our Own

- **Launched both local and regional grow your own efforts:**
 - **Parkrose Diverse Teachers Pathway Program**
 - **PCC/MESD Pathway Program**
- **Funded Cohort 1 – six participants. Cohort 2 – Applications due April 10.**
- **Held multiple “information sessions” around “Exploring teaching careers”, PCC/MESD pathway programs, Oregon Teachers Scholars Program**
- **Pushed for more Portland State student teachers.**
- **Implemented Teach For Liberation at regional Level**
- **Used grant funds to fund six participants education for full academic year and cover living expenses of one DTPP candidate while student teaching.**

How have we done?

- 2020 – 2021: 29 New Hires. 62% were people of color. 53% class/47% cert
- 2021-2022: 63 New Hires. 54% were people of color. 62% class /38% cert

A look at the data over the years – Certified Retention

In strictly looking at resignations, terminations and retirements:

2018-2019: 13% pure turnover

2019-2020: .05% pure turnover

2020-2021: .06% pure turnover

2021-2022: .05% pure turnover

Teach for Liberation

Teaching for Liberation (T4L) provides critical race theory-informed opportunities to deepen professional anti-racist learning for educators of color, pre-service through induction.

Teaching for Liberation (T4L) is:

Rooted in collective and collaborative community spaces;

An anti-racist course that intentionally names, defines, and disrupts white supremacy, anti-Blackness and all forms of intersectional oppression;

A place to be real, authentic, and strengthen learning, love, and liberation.

Goals:

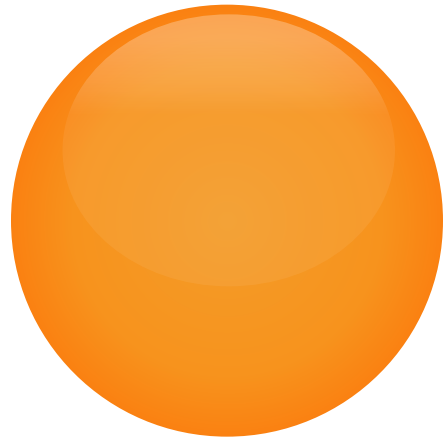
Build capacity to lead anti-racist work within white supremacist schools;

Increase curricular skills to define, disrupt, and dismantle anti-Blackness;

Demonstrate ability to create classrooms that center the voices and experiences of BIPOC students; and

Learn navigational strategies that disrupt racist curriculum, classrooms, schools, districts





WHERE ARE WE GOING?



FOR HIRING

- Implement video as part of application: Instead of Essay Questions – provide Video responses.
- Screening Committees – Allow us to cast the net wider
- Job Fair – virtual and in person. - Screen more candidates
- Deep dive review of hiring process to help set direction for next three years.

FOR GROW YOUR OWN

- Mentoring for DTPP cohort 1 and 2
- Implementing T4L in the Fall
- Formalize DTPP process and policies
- Continue to forecast and plan for resources



Implement Strategy #3: Expand Our Message

- Portland State University Student Teacher Open House
- Explore opportunities to share message with educational providers
- Explore opportunities to collaborate with community partners
- Recruitment Website

Implement Strategy #4: Nurture our pipelines

- Expand to additional community partners
- Implement High School pathways
- Approach classified hiring differently
- Employee onboarding - Continue to improve



Questions

