

# Joliet Township Human Resources Annual Hiring Update

February 17, 2026

# 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/Employment Process



For the 2025-2026 Hiring Season, the Administrative Team Hired approximately 98 staff members (34 certified and 64 classified)

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# 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: 496

- Administrators: 42
- Teachers: 385
- Social Workers: 15
- Counselors: 23
- Deans: 13
- IEP Manager: 4
- Psychologist: 5
- Nurse: 4
- Speech Pathologist: 5

# Internal Promotions

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

\*\*Administration (from teacher or other)

2023-2024	Black	Hispanic	Asian	White
Admin.	0	1	0	0
Other	0	4	1	2
2024-2025	Black	Hispanic	Asian	White
Admin.	1	1	0	1
Other	0	0	0	2
2025-2026	Black	Hispanic	Asian	White
Admin.	0	2	0	0
Other	0	0	1	0

# Job Postings as of February 5, 2026



## Current Certified Postings:

- Math Teacher (Central)
  - 2 FACS Teacher (Central)
  - 2 IT (Central)
  - Vision Itinerant (Central)
  - Special Education Teacher (Central)
  - School Psychologist (West)
- More positions will be posted after staffing is complete

## Current Administrative postings:

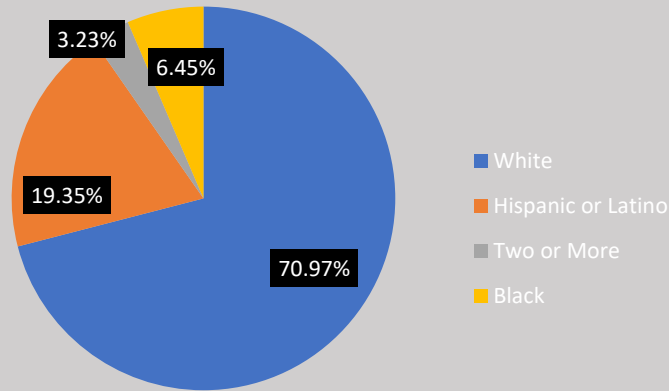
- Director of Informational Technology
- Executive Director of Special Education (Anticipated)
- Behavior Coordinator



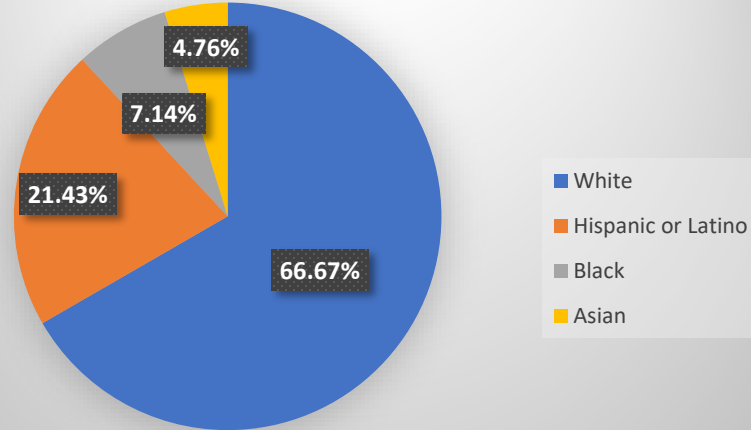
# Certified Staff Hiring Demographics- Yearly Comparison

*JTHS*  
District 204

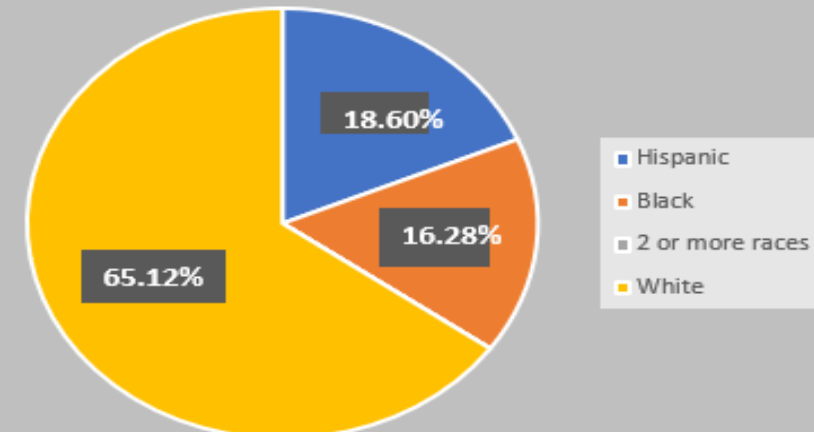
## Hiring History for 2020-2021



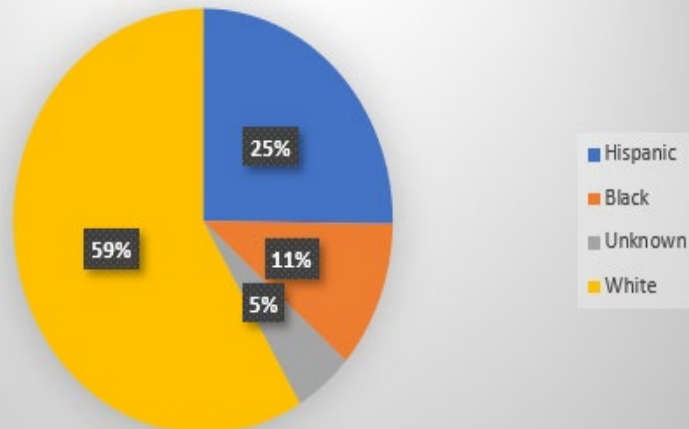
## Hiring History for 2021-2022



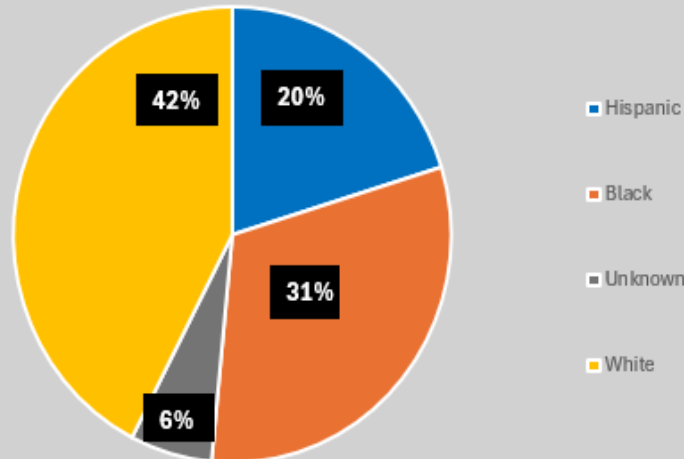
## Hiring History for 2022-2023



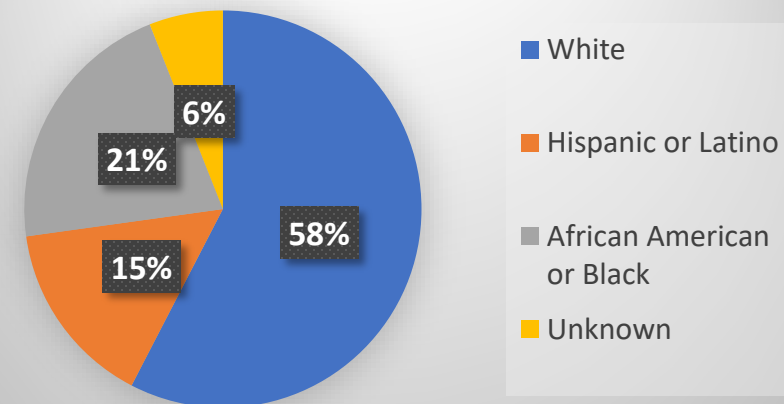
## Hiring History for 2023-2024



## Hiring History for 2024-2025



## Hiring History 2025-2026

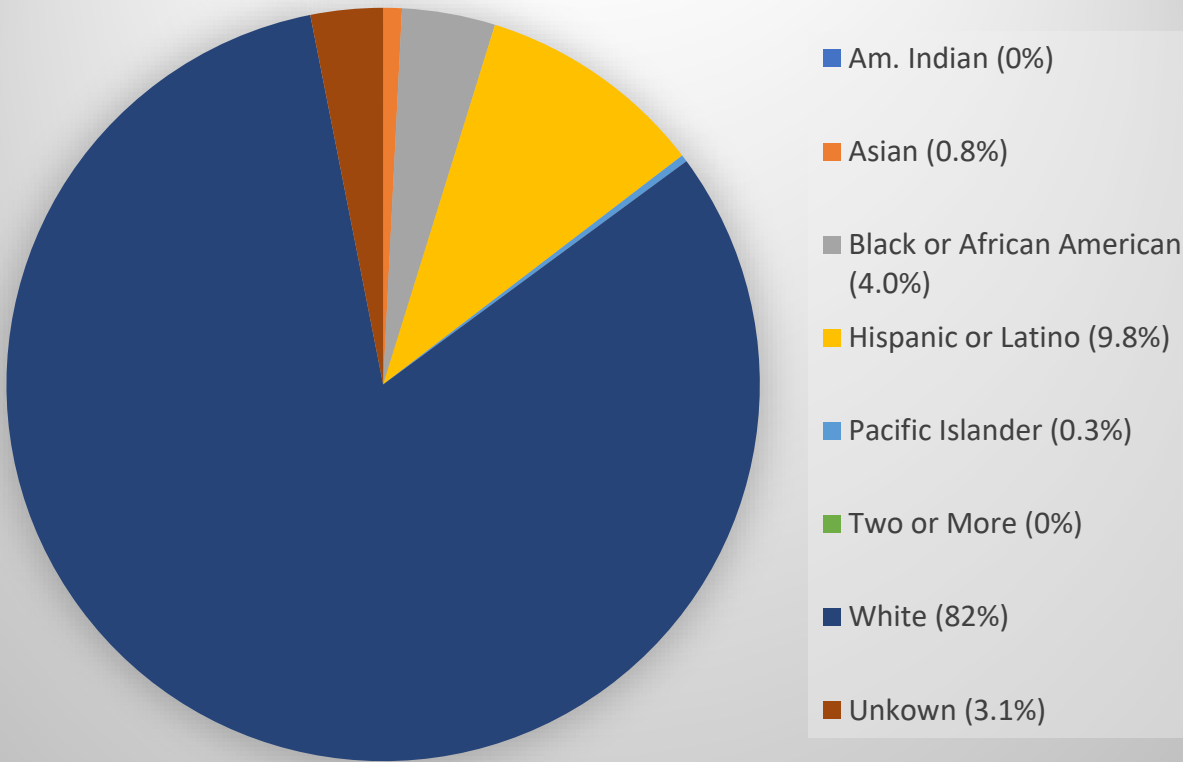


# Joliet Township Teacher Demographics vs. Statewide Teacher Demographics



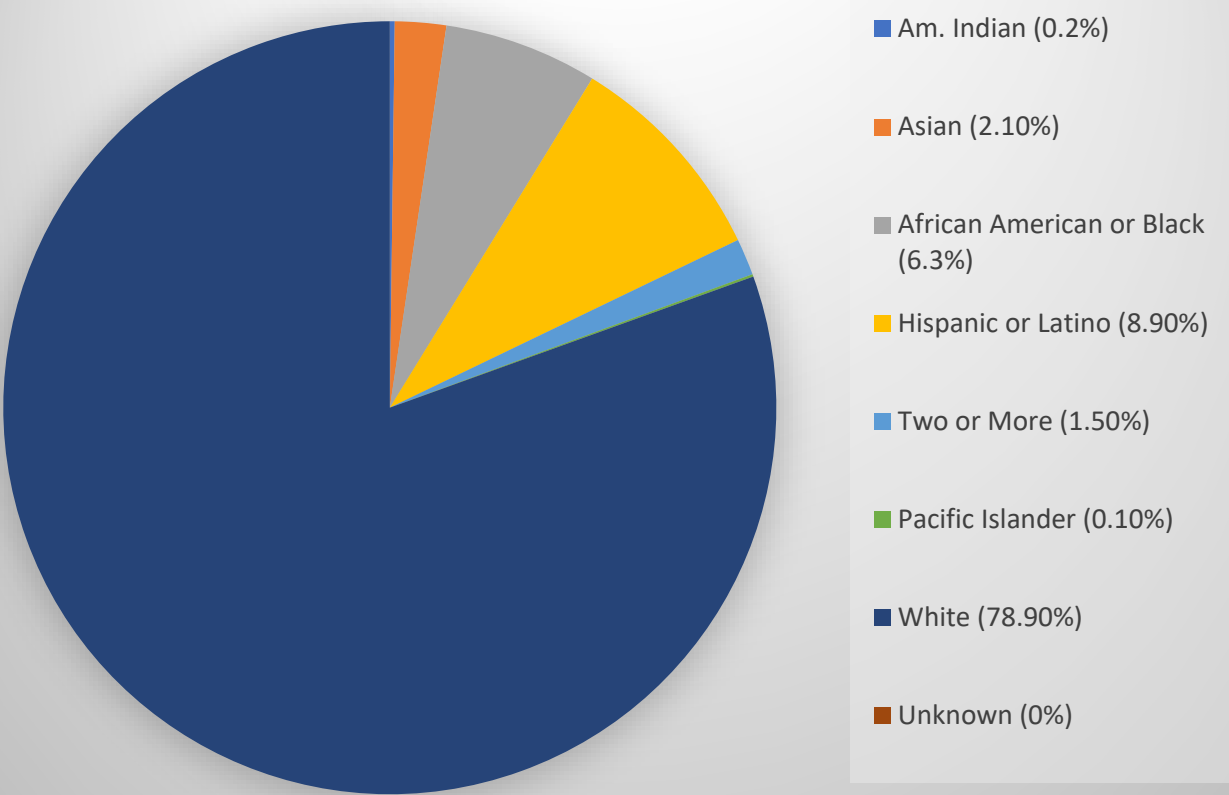
## Joliet Township

JTHS Teacher Demographics



## State of Illinois

Illinois Teacher Demographics By Ethnicity (2025)



\* 2025–2026 Data from IL Report Card

# Challenges & Constraints

## Current Hiring Challenges

- Statewide teacher shortages
- Competition with neighboring districts
- Hard-to-fill positions (Special Education, Psychologists, Math, CTE and EL)
- The number of college students enrolling in teacher-preparation programs have decline by nearly a third over the past decade.

# 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
- 2025- 3864 FTE

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

# Unfilled JTAS Teaching Positions 2025-2026

## Certified Positions:

- Psychologist (West)
- Math (Central)
- Special Education (Central)
- Vision Itinerant (Central)
- 2 IT (Central)
- 2 FACS (Central)

# Recruitment/Recruiting and Hiring 2025-2026



## Education Career Fairs

- Community Connection 10/3/25
- IASPA 2/12/26
- NIU 2/15/26
- IASPA 3/3/26
- Lewis Univ 3/11/26
- JJC Spring Fair 3/26/26
- IASPA 5/14/26
- GSU 04/22/26
- *Working with JJC Paraprofessional class and hosting our own career fair*

## Advertising Opening

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

# Explore Growth Within Our Own Staff



Building our own Instructional Paraprofessionals

- Paraprofessionals who want to become teachers

# Classified Staff Demographics

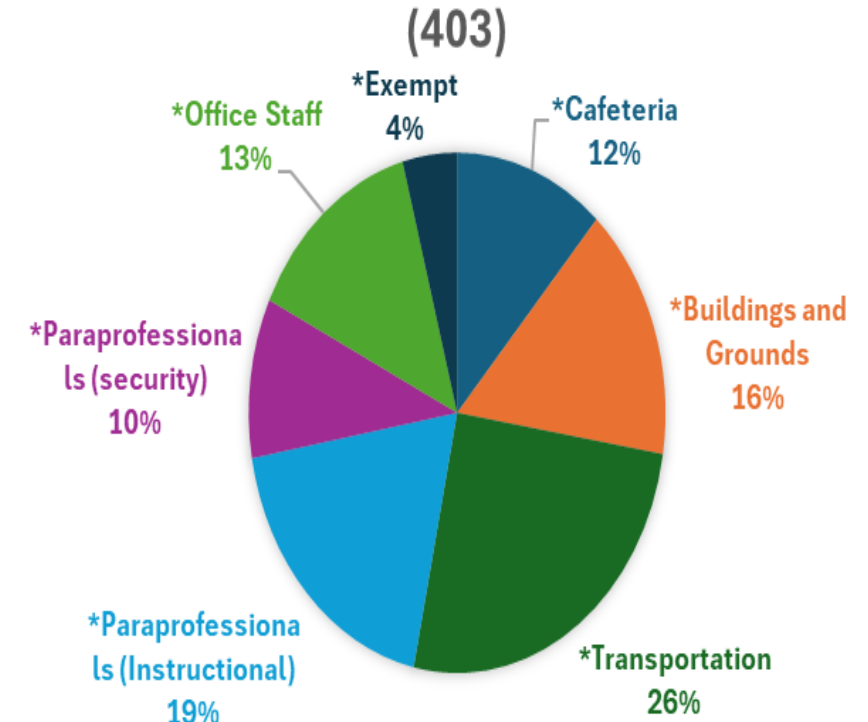
**Retention Rate (2026): 91.3%**

## Current Staff Demographics:

### Classified Staff: 403

- Cafeteria: 47 (12%)
  - Buildings and Grounds: 64 (16%)
  - Transportation: 104 (26%)
  - Paraprofessionals (Instructional): 76 (19%)
  - Paraprofessionals (security): 40 (10%)
  - Office Staff: 55 (13%)
  - Exempt: 17 (4%)
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- **403** Total Current Classified Staff Members from Transportation, Cafeteria, Security, Paraprofessionals, Buildings and Grounds, Office Staff, and Exempt

## CLASSIFIED STAFF DEMOGRAPHICS 2025 - 2026





# Teacher Retention Rate

Level	2025	2024	2023	2022	2021
District	93.7%	94.1%	94.3%	90.5%	90.7%
State	89.5%	89.6%	90.2%	87.6%	87.1%

# Retention Strategies

- Solid onboarding procedures
- Hold New Employee Orientation
- Provide Training
- Employee Support and Recognition
- Stay Interviews — these meetings proactively identify actionable, low-cost improvements to boost retention and strengthen trust
- Conduct Exit Interviews

# Key Hiring & Workforce Highlights (SY 2025-2026)



- Total certified staff: 496
- Total classified staff: 403
- Teacher retention rate: 93.7%
- Continued diversification of hiring pool
- Ongoing recruitment and Grow Your Own efforts

# Questions

*JTHS*  
District 204

