Loudoun County School Board

Budget Work Session

Department of Personnel Services, Additional Information

January 28, 2016
Recruitment

Strategic Goal: Cultivate a high-performing team of professionals focused on our mission and goals

Core Belief: A culture of continuous improvement drives the fulfilment of our mission

- Recruit and retain high-performing teachers in an emerging shortage environment
- Develop a diverse workforce to serve our diverse community
Ethnicity/Race Statistics
Licensed New Hires: Students
SY 2015-2016

Licensed Ethnicity/Race
- White: 88%
- Black: 4%
- American Indian: 1%
- Asian: 5%
- Hispanic: 2%
- Pacific Islander: 0%

Student Ethnicity/Race
- White: 52%
- Asian: 19%
- Black: 7%
- Hispanic: 17%
- Two or More: 5%
- Pacific Islander: 0%
Ethnicity/Race Statistics
All Licensed Employees: Students
SY 2015-2016

Licensed Ethnicity/Race
- White: 88%
- Asian: 3%
- Black: 3%
- Hispanic: 4%
- Two or More: 2%
- Pacific Islander: 0%

Student Ethnicity/Race
- White: 52%
- Asian: 19%
- Black: 7%
- Hispanic: 17%
- Pacific Islander: 0%
- Two or More: 5%
• Data is for all licensed applicants (e.g. counselors, librarians in addition to teachers).
• Preliminary data suggests that more than one of five of all LCPS applicants for licensed positions does not show evidence of qualifying for any VDOE license.
• Legacy data system makes it difficult to match historical applicants to specific licensure for last job for which they applied and not possible to match applicants to every job for which they historically applied.
• Legacy data system requires many manual processes, but new reports and more required fields are being requested through the Oracle project for the future.
Applicants for Licensed Positions

October 1, 2014 - September 30, 2015

- White, Non-Hispanic: 75.81%
- Minority: 19.48%
- No response: 4.71%
Personnel Specialist, Diversity Recruitment

Strategic Goal: Cultivate a high-performing team of professionals focused on our mission and goals

- One Level 1, Administrative Position
- Focused on building a diverse workforce
- FY 17 Salary and Benefits $122,350
Personnel Specialist, Diversity Recruitment

Strategic Goal: Cultivate a high-performing team of professionals focused on our mission and goals

- Build a network of recruiting resources for diverse talent
  - Colleges/universities
  - Local organizations
  - National nonprofits
  - Referral systems and sourcing plans developed with input of diverse group of LCPS employees

- Design recruiting materials that are inviting to diverse candidates
  - Print
  - Web-based
• Utilize social media and web resources to attract more diverse candidates
  ✓ HBCU Connect
  ✓ LatPro
  ✓ LinkedIn
• Work with DPS staff and hiring managers to increase diversity on interview committees
• Work with other staff to develop and implement a candidate care program which attracts and retains diverse talent
• Work with mentoring and coaching staff to consider how onboarding programs support diverse talent
Personnel Services--Operations and Maintenance

- 17.53% increase following last year’s 34.2% decrease
- Consulting services relating to creating a more diverse workforce (Recommend budgeting $40,000)
  - ✔ Developing a plan to create a more diverse workforce
  - ✔ Sharing best practices utilized by diverse organizations
  - ✔ Providing training for hiring managers and interview committees on unconscious biases
  - ✔ Sharing evidences of success
• We anticipate that if all positions were approved, we would not exceed the amount of recruiting resources in any of the comparator divisions we examined.

• If contractual resources were approved, the FY 17 operations and maintenance total budget would represent a decrease from the FY 15 actuals for the Department of Personnel Services.
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