



# Human Resources Update



Danger of A Single Story  
-Chimamanda Ngozi Adichie

Dr. Myra Berry  
November 12, 2024



# SLPS Strategic Values



Highly Effective Educators and Leaders



Authentic Family and Community Partnership



Equitable and Multiple Sources of Data



Joyful and Engaged Students



Personalized Supports and Innovative Pathways



College and Career Ready Critical Thinkers

**Values Across Our Student Goals**





## 3rd Grade Reading

—  
Growth and Proficiency



## 3rd Grade Math

—  
Growth and Proficiency



## College and Career Readiness

—  
High School Students Prepared for Workforce and Post-Secondary Employment



## Culture and Climate

—  
Student Wellbeing

# Student Success Goals



# Portrait of a Graduate



College & Career Ready

Change Agent

Critical Thinker

Communicator

Competent

Culturally Aware

Collaborator



# Our Mission



To ensure that every child in St. Louis Public Schools flourishes academically and socio-emotionally with effective, mission-driven educators every moment of every day.

## Staff well

- The Human Resources Team will ensure that every child in St. Louis Public Schools has access to effective, certified educators and support staff in every course, classroom, and moment every day of the school year.

## Serve well

- The Human Resources Team will provide exceptional service and support to the employees of SLPS, such that users will rate their experience with HR as effective or highly effective.

## Empower well

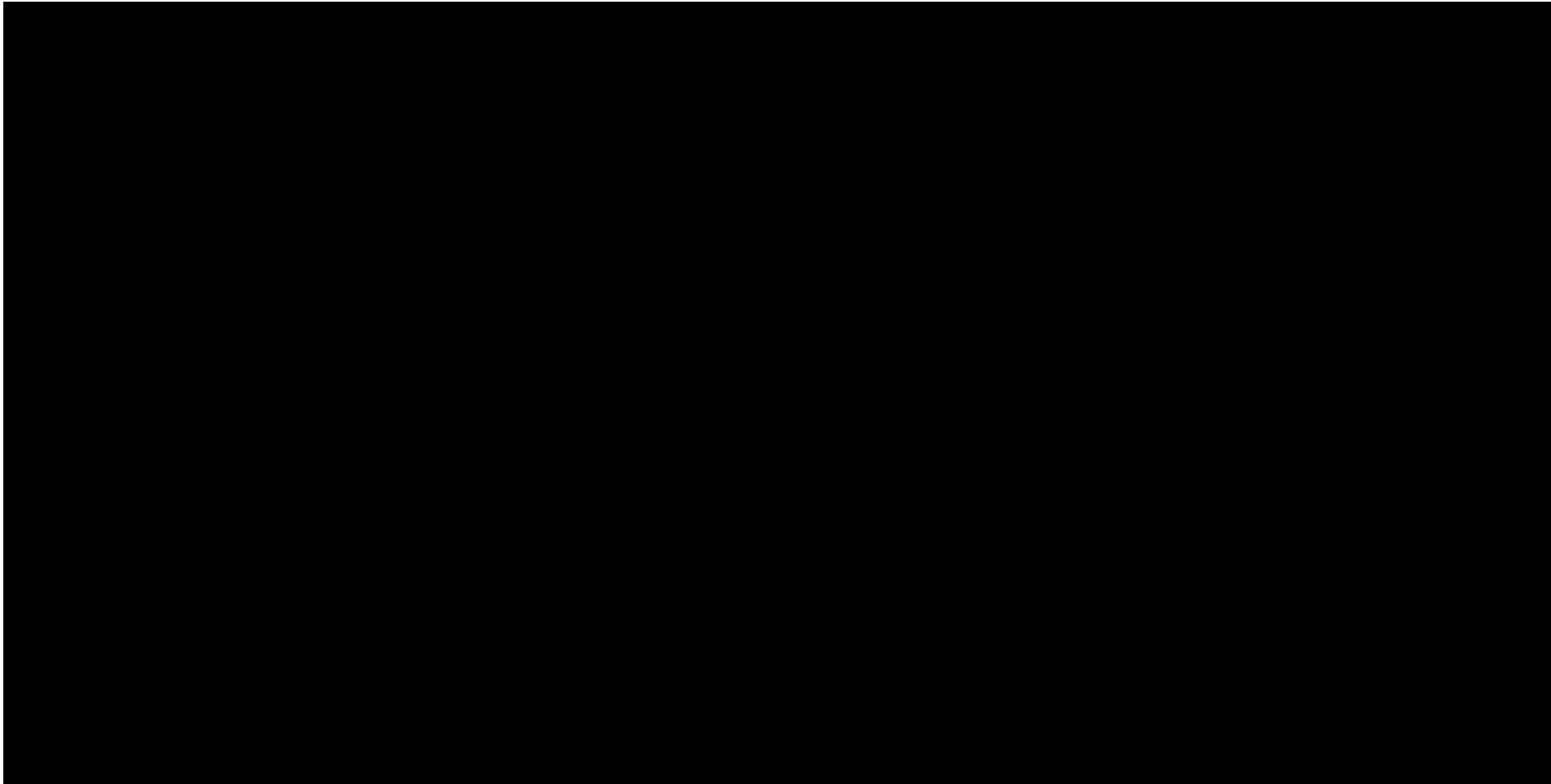
- The Human Resources Team, in partnership with other SLPS departments, will empower school leaders to lead talent work in their buildings by providing the necessary training, supports, and resources for school leaders to hire, develop, manage, and retain their employees effectively.





Where We Are Winning...and Learning!

# The Danger of a Single Story



# 2022 CGCS Audit Timeline





# 2022 CGCS HR Audit

## Where We Were Winning & Learning...

### Commendations

- Employee Relations
- Recruitment of Teachers/Pipeline Pathways
- ILA Program
- Relationship w/Labor Unions

### Leadership/Management

- Work Loads
- Unaware of HR Process
- Proactive Candidate Follow-Up
- Do not know who to call

### Organization

- Clearly Established Roles
- Lack of Structures
- Siloed Mentality
- Over Reliance on Single Person

### Operations

- No Understanding of Salary Schedules
- Manual Data Entries
- No Systemwide Enterprise (ERP)
- No KPI's



# Recommendations From Audit



# 2022 CGCS Audit Update

## Where We Are Winning Now...

### Operations

- Shifting From Transactional
- Outsourcing Functions (FMLA, Verifications)
- Systemwide Enterprise Resources Planning (ERP)
- Created KPI's
- SLPS District Onboarding/Offboarding

### Organization

- Established Roles
- Tracking Recruitment (Cost, Turnover)
- Team Member in Buildings
- Tracking Highly Effective ILAs
- Staffing Season Review
- Internal Reviews



# 2022 CGCS Audit Update

## Where We Are Winning Now...

### Leadership

- Right-Sizing with Workloads
- Streamlining and Digitized Processes
- Department Alignment Around Priorities
- Principal Focus Group
- Comprehensive & Appropriate District Staffing Levels

### Management

- Streamlining Nimble Actions
- Refining Policies & SOPs
- Finding Procedure Bottlenecks
- Assigned HR Staff to Networks
- Interdepartmental Cross-Training
- Assessment of Strengths



# 2022 CGCS Audit Update Where We Are Learning...



- KPIs
- Department Goals
- Monthly Staffing Meetings
- Refining Standard Operating Procedures
- Staffing HR Vacancies
- Metric Dashboard
- Outsource Specific Functions
- Appropriate Staffing Levels
- Fully Staffed Certificated Teachers
- School Consolidation
- Equitable Distribution of Work



# Teacher Separations



HIRES (Total Year)	2021-2022	2022-2023	2023-2024	July 1, 2024 - Present
Number of Teachers Hired	140	148	223	128

SEPARATIONS	2021-2022	2022-2023	2023-2024	July 1, 2024 - Present
Number of Teachers Resigned	303	182	145	44
Number of Teachers Retired	59	32	31	5
Number of Teachers Terminated	17	20	11	2
Number of Other Teacher Separations (Death of Employee, Reduction in Force, etc.)	6	6	4	1
<b>Total Separations</b>	<b>385</b>	<b>240</b>	<b>191</b>	<b>52</b>

# School Based Vacancies



VACANCIES	Aug. 23, 2021	Aug. 22, 2022	Aug. 21, 2023	August 19, 2024
TEACHING STAFF	118	141	174.5	162
NON-TEACHING STAFF	124	169	70.3	165
Administrators	0	0	2	3
TOTAL VACANCIES	242	310	246.8	330

# Hires

Site-Based Total Hires	2021-2022	2022-2023	2023-2024	July 1, 2024- Present
Certificated Teachers	157	166	163	175(3 in Process)
Non-Certified Staff	487	844	809	256 (56 in Progress)
All Staff	644	1,010	972	431
Teachers	2021-2022	2022-2023	2023-2024	July 1, 2024- Present
Total Certificated Teachers	1307	1226	1124	1212
Total Teacher Vacancies	118	141	174.5	176
ILAs	157	166	272	281 (5 In process)
Total Number of Teacher Allocation	1582	1533	1570.5	1669
Total Staff	2021-2022	2022-2023	2023-2024	July 1, 2024- Present
All Staff from all Depts.	3072	3253	3223	3460



# Department Vacancies



VACANCIES	Current Vacancies
Academics	12
Finance	4
Human Resources	5
Operations	5
Student Support Services	0
Technology	10
Communications	1
Total Vacancies	~37





# Interim Learning Associates (ILA's)

- SLPS has utilized long-term substitute teachers in classrooms for years, but we started using the term of Interim Learning Associate in 2021.
- We now employ 281 ILAs as Teachers of Record in the district, and we are working to move each one of them toward teacher certification.
- We are still eager to implement term limits for ILAs not moving toward certification, shifts in coaching, ongoing professional development, and more thorough program coordination.

Hires	2021-2022	2022-2023	2023-2024	July 1, 2024 October
Number of ILAs	157	166	272	281 (5 In process)



# International Teachers

- 31 International Teachers
- 9 Ghana, 22 Philippines
- 25-26 SY Caribbean and South America
- 20 Elementary Teachers (Grades 1-5)
- 6 Middle School Math
- 4 Middle School Science
- 1 High School Biology
- 4 PhDs, 16 Masters Degrees
- 5-30 Years of Teaching Experience



# Recruitment & Retention Strategies

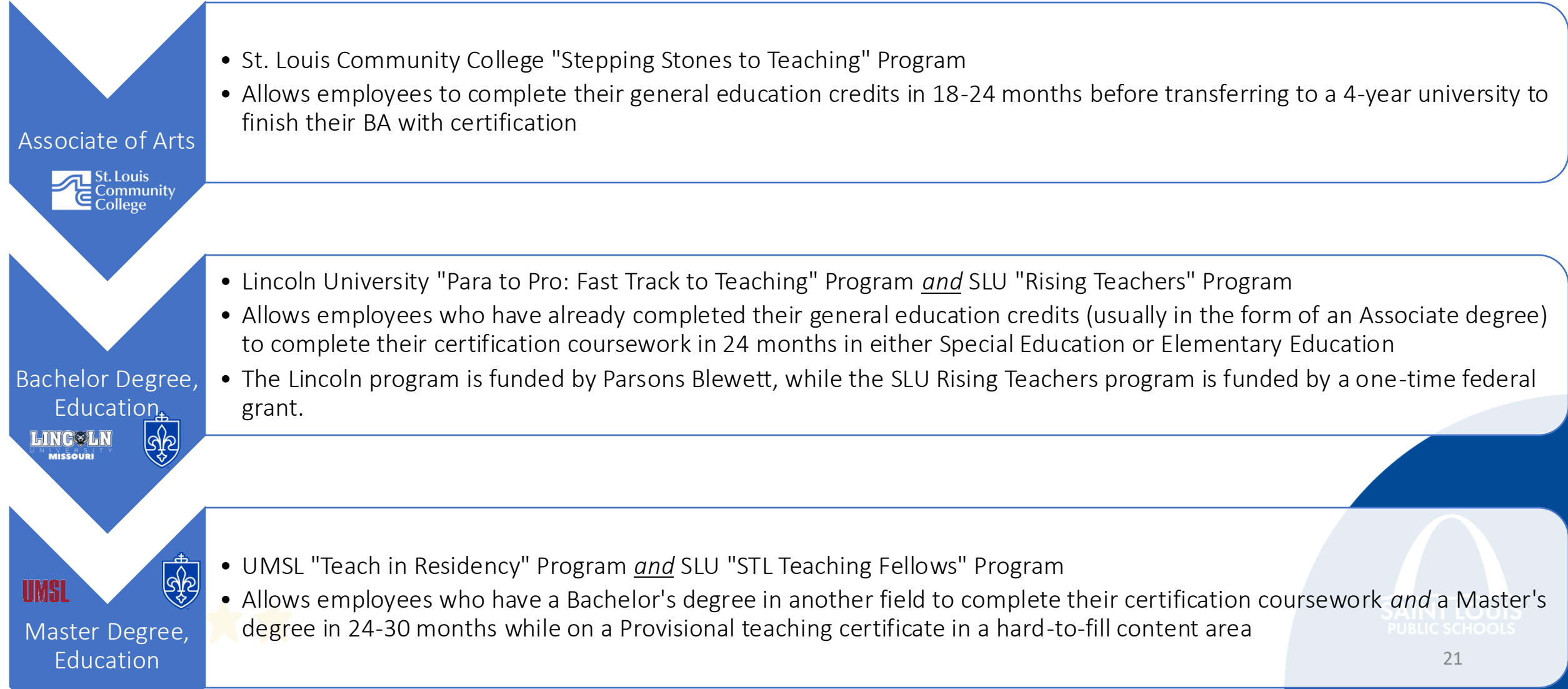
"We Want You!"



# Certification Pathways

Through the generous funding of the Parsons Blewett Memorial Fund, as well as external grant funding, Human Resources sponsors several pathways for our non-certified staff to pursue teacher certification.

Certified teachers in Missouri must have a minimum of a Bachelor's degree plus certification.



# Certification Pathways



Pathway	Candidate Retention (Current employees who completed the program or are still enrolled vs. Initial # of candidates)	% POC	% Men	% Women	Equity Placements (Hard to Fill Content Area and/or High Vacancy School)
UMSL "Teach in Residency" <i>5 Cohorts</i>	63/76 <b>83%</b>	71%	15%	85%	100%
SLU "STL Teaching Fellows" <i>5 Cohorts</i>	27/42 <b>64%</b>	57%	41%	59%	100%
Lincoln "Para to Pro" <i>2 Cohorts</i>	26/30 <b>87%</b>	87%	17%	83%	100%
SLU "Rising Teachers" <i>1 Cohorts</i>	8/9 <b>89%</b>	100%	44%	56%	100%
St. Louis Community College "Stepping Stones" <i>2 Cohorts</i>	19/20 <b>95%</b>	95%	15%	85%	100%

# Recruitment Initiatives



- International Teacher Recruitment
- External Job Fairs and Recruitment Events
- Multi-tiered Advertising Campaigns (Billboards, Digital Advertising, Radio, TV)
- Partnerships with Indeed, Zip Recruiter, LinkedIn, Handshake, MoREAP, MoJobs and Job Specific Websites to Post Vacancies
- Grow Your Own: Now Working with 7 Separate Initiatives
- Covering Cost of Certification Tests



# HR Retention Initiatives

- Career Ladder
- Staff Appreciation
- Staff Anniversaries
- Student Interns
- Wellness Lounges
- Culture and Climate Surveys
- Cross Training
- Monthly HR PD
- Career Fairs
- Updated Marketing/Recruitment
- Salary Analysis





# SLPS Career Fair, November 16

- Event Information
  - **On-site Interviews** w/building and department leaders
  - Information on our **Alternative Pathway Programs**
  - Details on our **Paid Student Internships**
- When
  - Saturday, November 16, 2024
  - 10:00 AM- 2:00 PM
- Where
  - Forest Park Visitor Center & Education Center
  - 5595 Grade Drive | St. Louis | MO 63112

[SLPS.org/Careers](https://slps.org/careers)



SAINT LOUIS PUBLIC SCHOOLS  
**CAREER FAIR**  
FALL 2024

**SATURDAY**  
**November 16, 2024**  
10 AM - 2 PM

Forest Park Dennis & Judith Jones  
Visitor & Education Center  
5595 Grand Dr. | St. Louis, MO 63112

For more information or questions please contact  
Recruitment@SLPS.org or call 314-231-3720  
**SLPS.org/Careers**

YOU CAN GO ANYWHERE FROM HERE.  
ENROLL TODAY + SLPS.ORG

SAINT LOUIS PUBLIC SCHOOLS  
OUR CITY • OUR SCHOOLS  
OUR FUTURE

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What's Happening!

Wellness Day  
Open Enrollment  
Benefits Brought To  
You!

**GRAND PRIZE** will be awarded to the staff of the school with the highest participation.

**WHAT TO EXPECT**

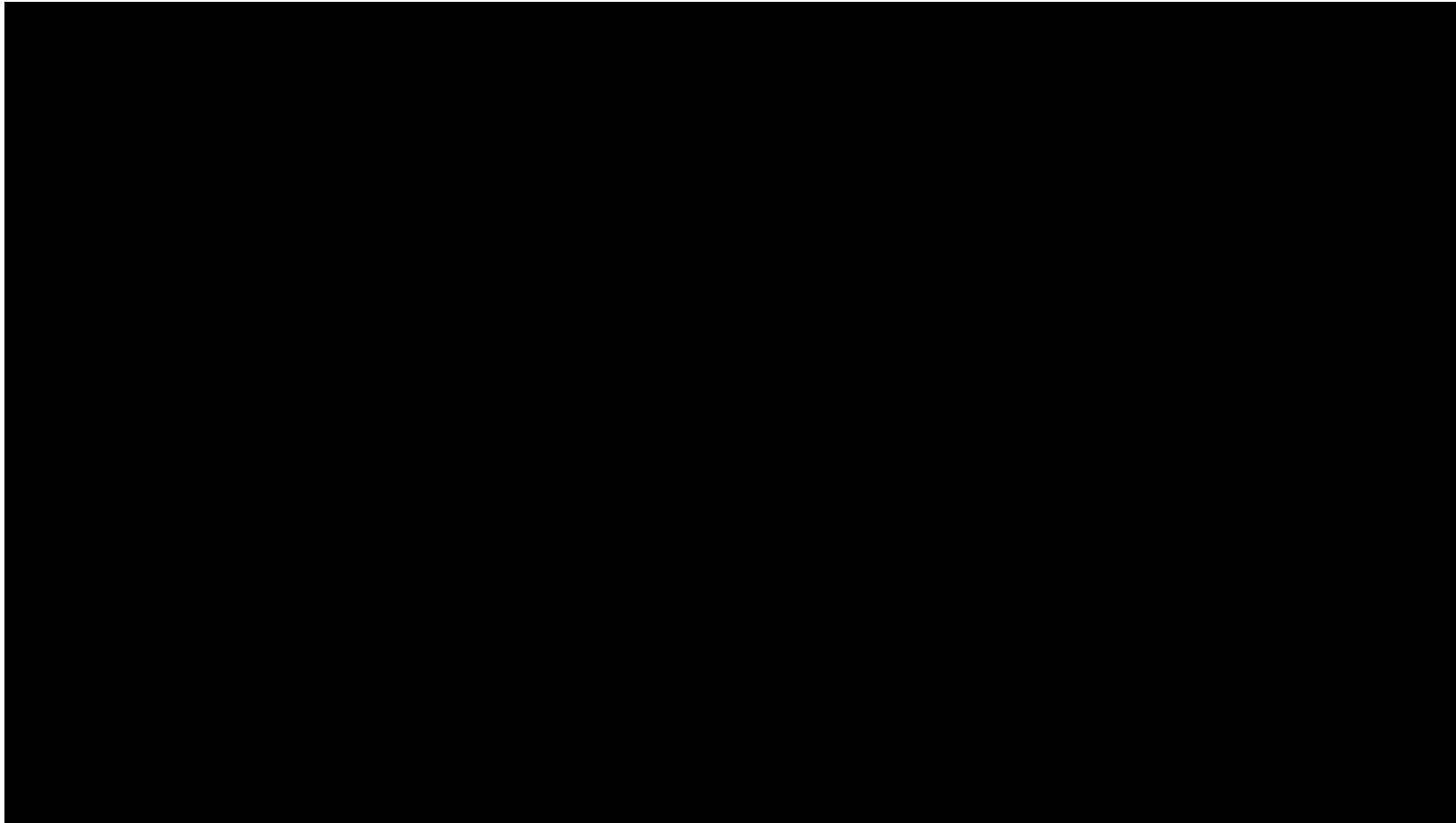
- FREE EVENT
- Flu Shots (Scan QR Code to Schedule)
- Mammogram Van
- Biometric Screenings
- Raffle Prizes

All Employees, Spouses, and Children are Welcome

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# The Danger of a Single Story





Thank You, Leaders!

Thank you!

