



Annual Equal Employment Opportunity and Minority Report 2013-2014

Gayle Jeffries, Assistant Superintendent of Human Resources

May 28, 2014

Urbana School District #116

205 North Race Street

Urbana, Illinois 61801

Applicant Flow Log 2013-2014

We continue to use Applitrack, send notices to schools in Illinois.

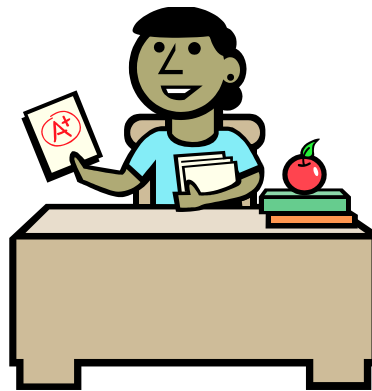
We hired 3 teachers from Spain this year.

Our outreach efforts: College fairs in Chicago, EIU, ISU, Knox College, Partnership with Unit 4, local recruitment through Glory Center, and others.



Meeting the Challenge of Recruiting

- Competition among school district due to the scarcity of minority candidates – reached out to Texas to find bilingual candidates and northern college job fairs.



Summary of Certificated Personnel Hired for 2013-2014 School Year

- 51 new hires
- 18 non-white candidates
- 35% hired were certificated non-white staff members
- 24 First year Novice teachers have accepted mentors
- 18 Second year teachers have mentors
- 8 district paid mentors

Urbana School Certificated Employees

- Teacher Breakdown
 - Elementary Classroom Teachers
 - 22% non-white (2% males) (increase)
 - 78% white (8% males)
 - Secondary Classroom Teachers
 - 14% non-white
 - 86% white
 - Principals/Assistant Principal
 - 20% non-white
 - 80% white (29% male)

Urbana Schools Non-Certificate Employees

- Teaching Assistants
 - 41% non-white
 - 59% white
- Technicians
 - 17% non-white
 - 83% white
- Administrative Support (Clerical)
 - 28% non-white
 - 72% white
- Labor/Maintenance
 - 20% non-white
 - 80% white

Recommendations

- Implement a recruitment and retention study among our own staff
- Continue recruitment efforts, e.g. continue to encourage secondary administrative involvement
- Continue recruitment efforts in northern college areas, e.g. 2 teachers hired for next year
- Continue to recruit non-certificated staff at local venues

Employment List/All Personnel

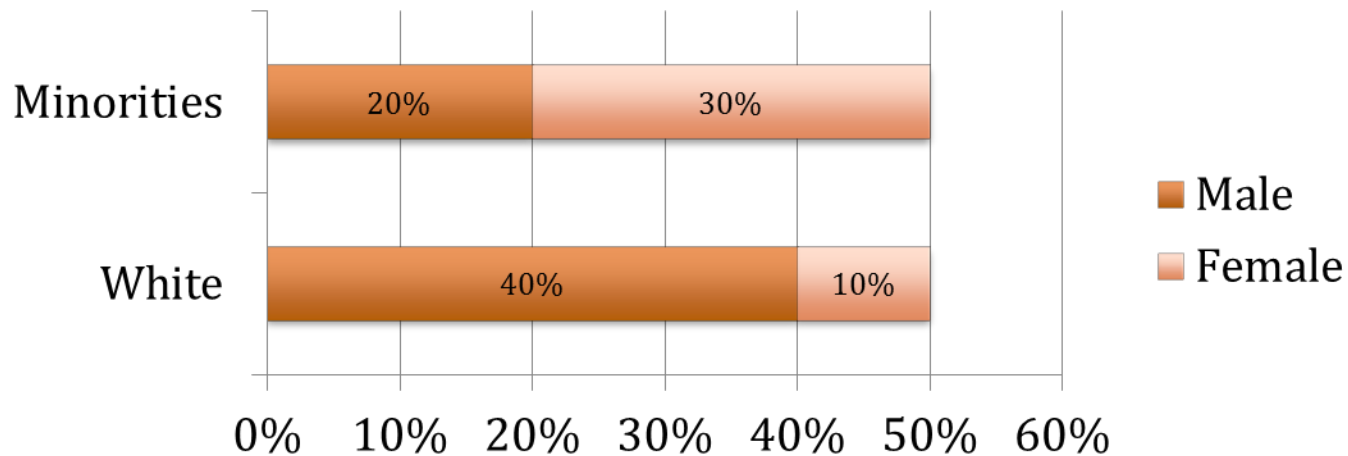
- Breakdown by Employment Category

Full Time – Officials, Administrators, Managers	Full Time – Other Professional Staff
Full Time – Principals	Full Time – Teacher Aides
Full Time – Assistant Principals, Teaching <i>(Not Applicable)</i>	Full Time – Technicians
Full Time – Assistant Principals, Nonteaching	Full Time – Administrative Support Workers
Full Time – Elementary Classroom Teachers	Full Time – Service Workers <i>(Not Applicable)</i>
Full Time – Secondary Classroom Teachers	Full Time – Skilled Crafts <i>(Not Applicable)</i>
Full Time – Guidance	Full Time – Laborers, Unskilled
Full Time – Psychological	Part Time – Professional Instructional
Full Time – Librarians/Audio Visual Staff	Part Time – All Other
Full Time – Consultants & Supervisors of Instruction	

- The following slides do not include Other/Non Report Personnel percentages!

Officials, Administrators, Managers

	Total	Male	Female
Total	10	6	4
White	5	4	1
Black	3	2	1
Hispanic	1		1
Asian			
American Indian			
2 or More Races	1		1
Other/ Non-Report			

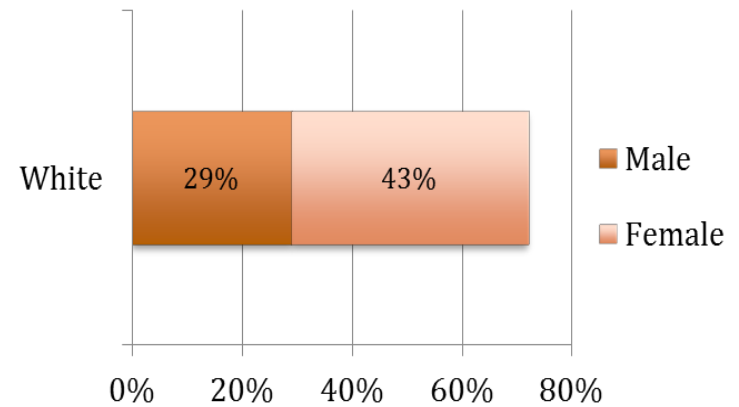
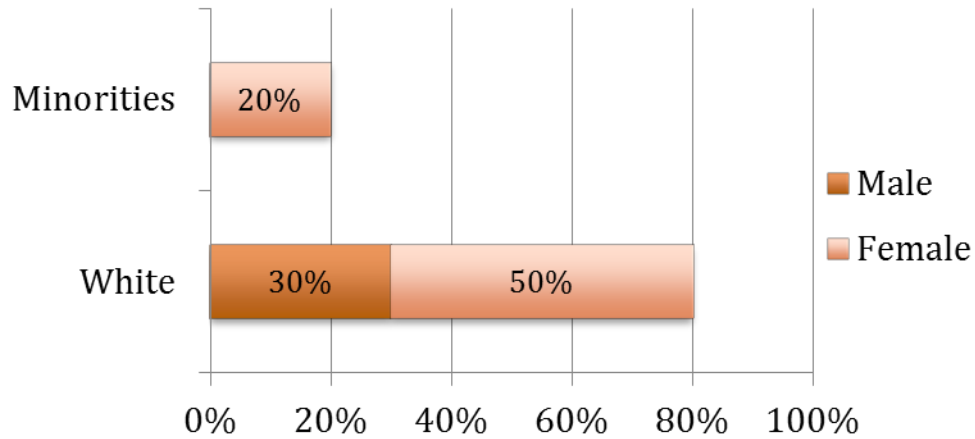


Principals

	Total	Males	Females
Total	10	3	7
White	8	3	5
Black	2		2
Hispanic			
Asian			
American Indian			
2 or More Races			
Other/ Non-Report			

Assistant Principals

	Total	Males	Females
Total	7	4	3
White	5	2	3
Black			
Hispanic			
Asian			
American Indian			
2 or More Races			
Other/ Non-Report	2	2	

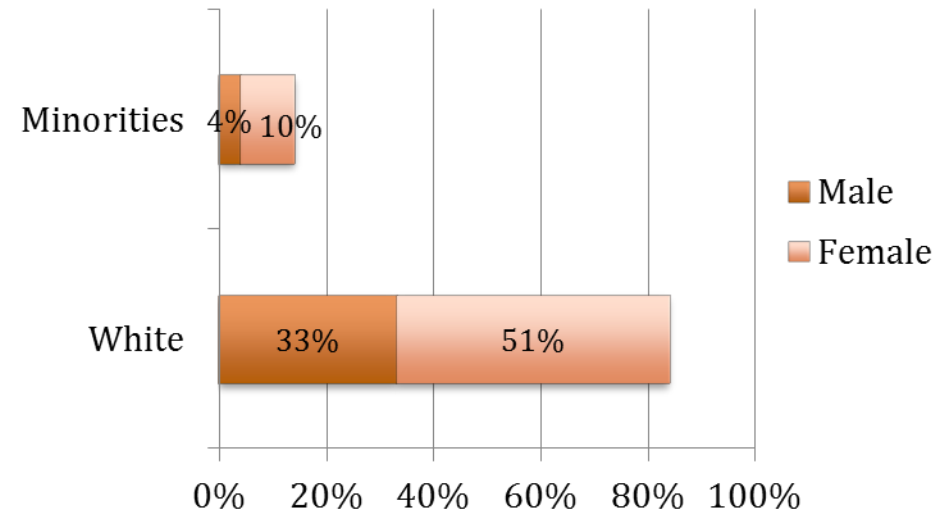
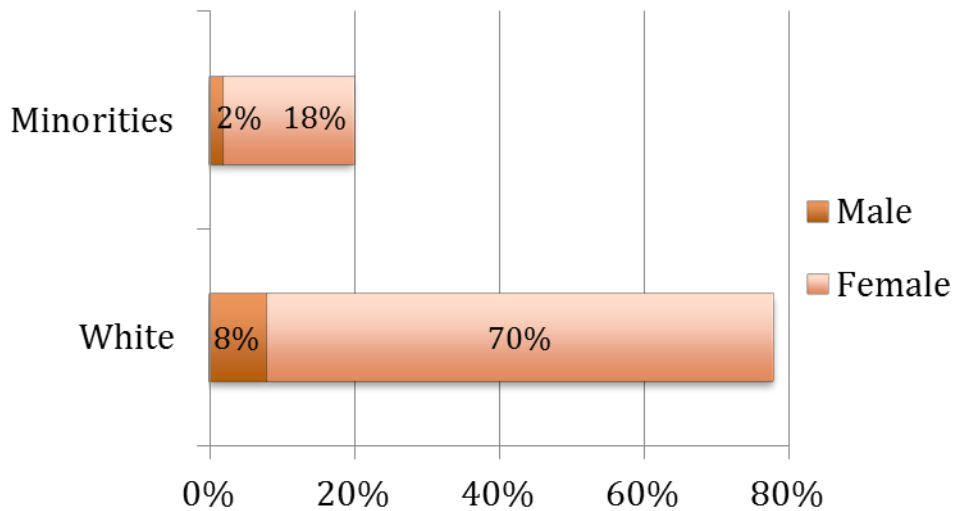


Elementary Classroom Teachers

	Total	Males	Females
Total	136	14	122
White	106	11	95
Black	12	2	10
Hispanic	9	1	8
Asian	3		3
American Indian			
2 or More Races	3		3
Other/ Non-Report	3		3

Secondary Classroom Teachers

	Total	Males	Females
Total	134	49	85
White	113	44	69
Black	10	3	7
Hispanic	5	1	4
Asian	1		1
American Indian			
2 or More Races	3	1	2
Other/ Non-Report	2		2

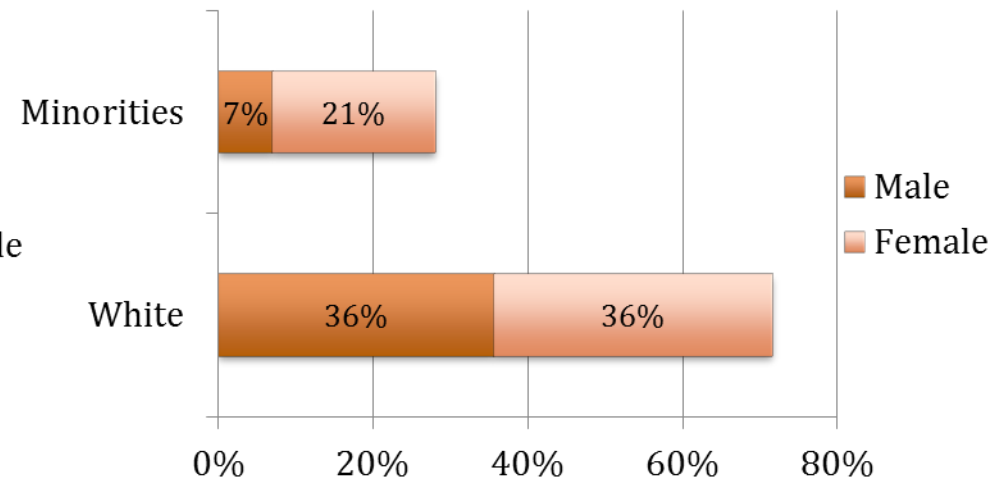
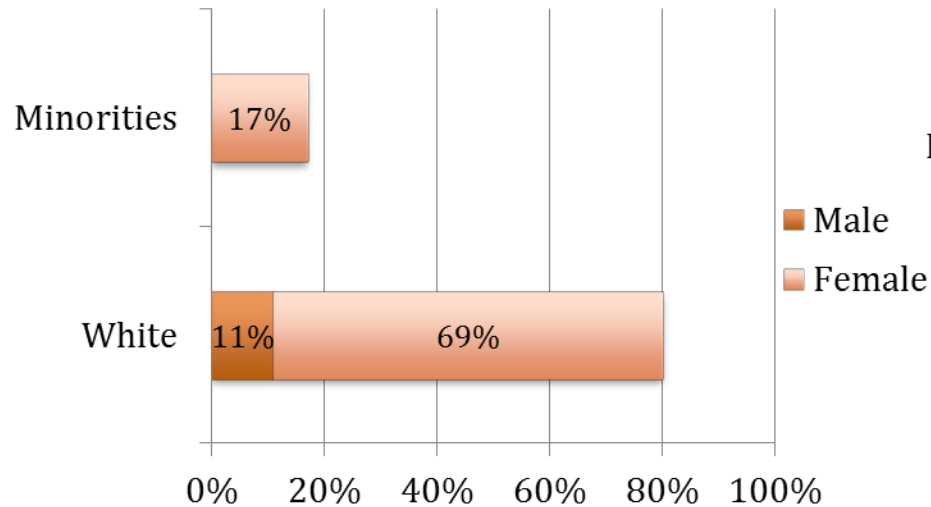


Other Classroom Teachers

	Total	Males	Females
Total	35	4	31
White	28	4	24
Black	3		3
Hispanic	2		2
Asian	1		1
American Indian			
2 or More Races			
Other/ Non-Report	1		1

Guidance

	Total	Males	Females
Total	14	6	8
White	10	5	5
Black	4	1	3
Hispanic			
Asian			
American Indian			
2 or More Races			
Other/ Non-Report			

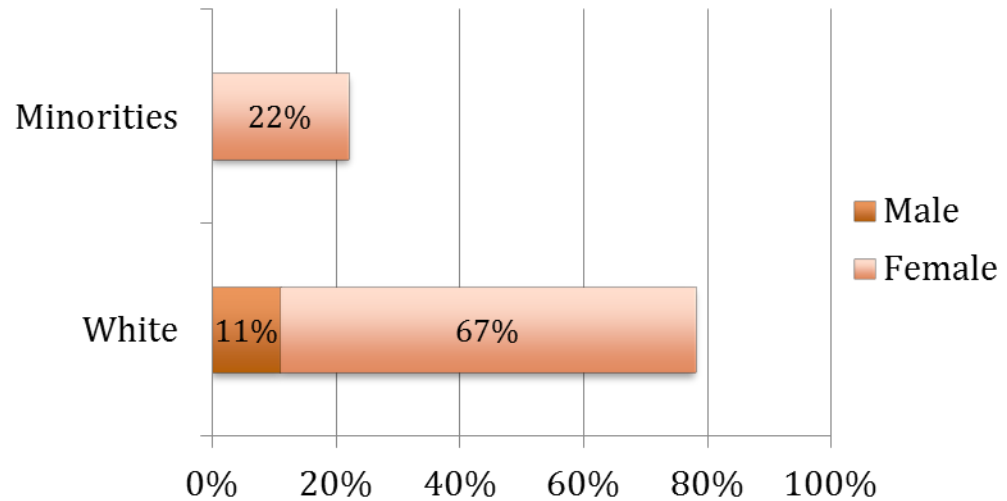
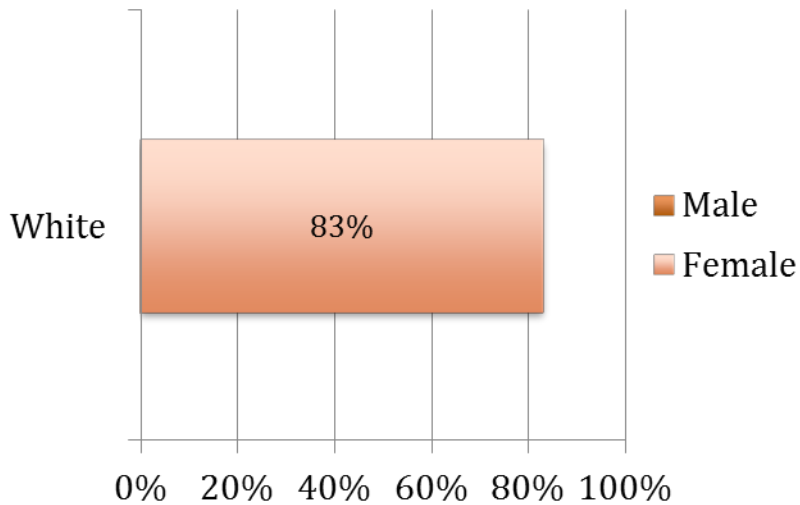


Psychological

	Total	Males	Females
Total	6		6
White			5
Black			
Hispanic			
Asian			
American Indian			
2 or More Races			
Other/ Non-Report	1		1

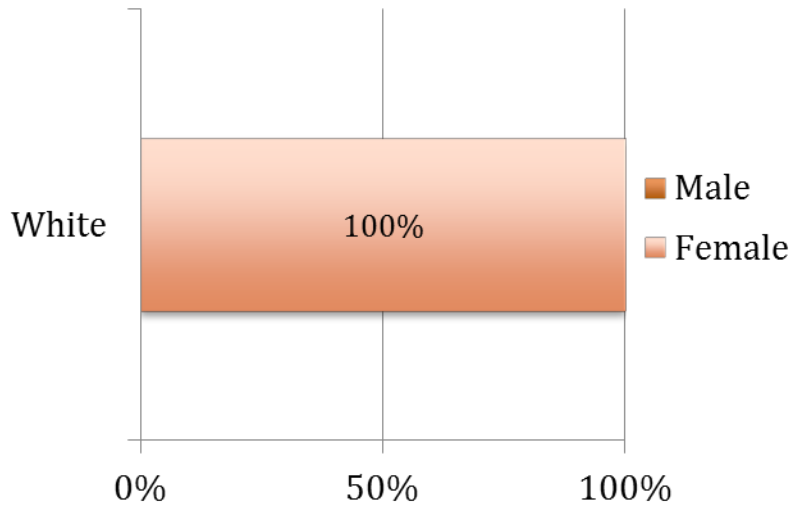
Librarians/Audio Visual

	Total	Males	Females
Total	9	1	8
White	7	1	6
Black	1		1
Hispanic			
Asian	1		1
American Indian			
2 or More Races			
Other/ Non-Report			



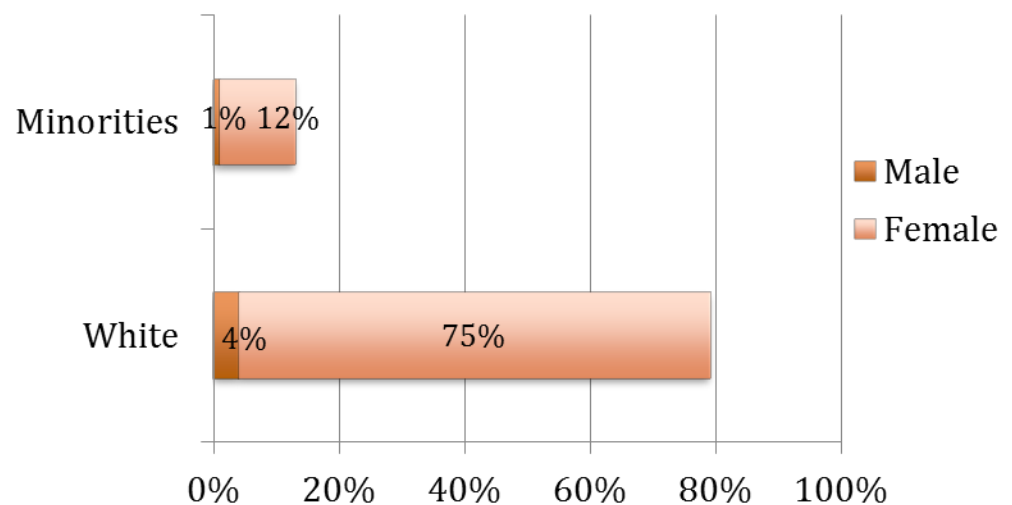
Consultants and Supervisors of Instruction

	Total	Males	Females
Total	4		4
White	4		4
Black			
Hispanic			
Asian			
American Indian			
2 or More Races			
Other/ Non-Report			



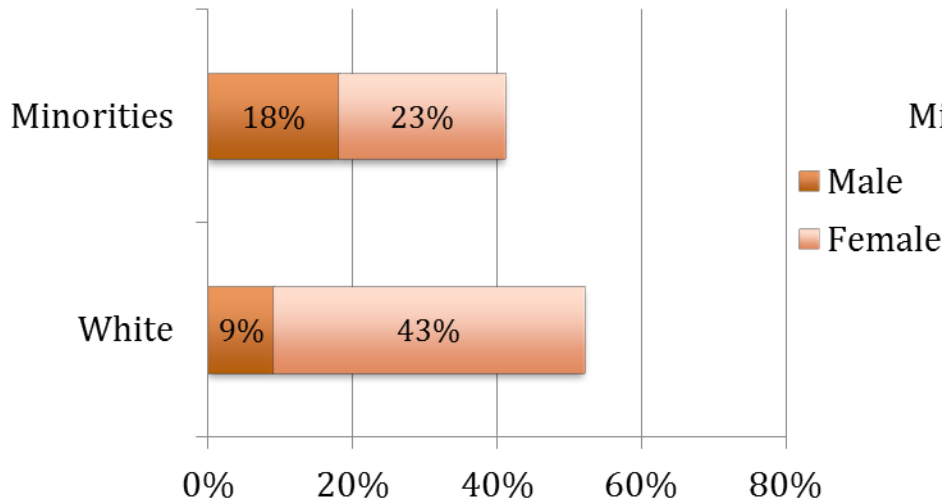
Other Professional Staff

	Total	Males	Females
Total	83	5	78
White	65	3	62
Black	9	1	8
Hispanic	1		1
Asian	1		1
American Indian			
2 or More Races			
Other/ Non-Report	7	1	6



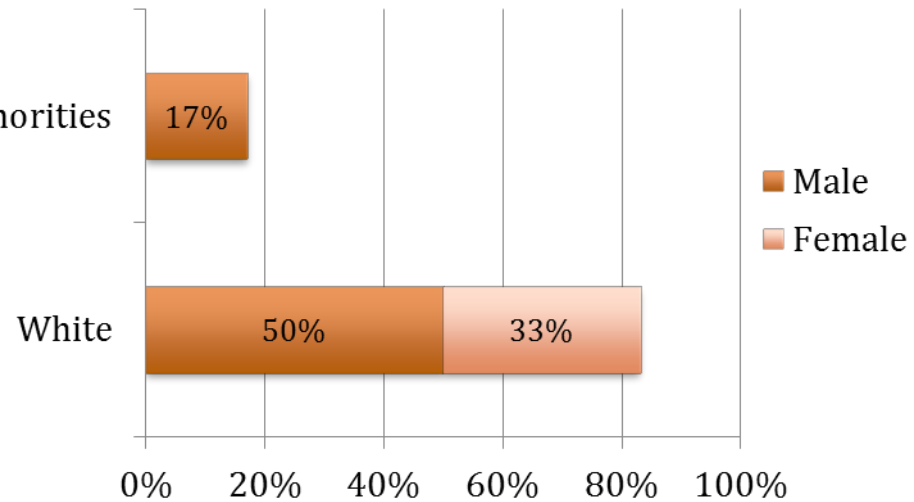
Teacher Aides

	Total	Males	Females
Total	142	39	103
White	74	13	61
Black	45	21	24
Hispanic	2	1	1
Asian	5		5
American Indian	1	1	
2 or More Races	5	2	3
Other/ Non-Report	10	1	9



Technicians

	Total	Males	Females
Total	6	4	2
White	5	3	2
Black	1	1	
Hispanic			
Asian			
American Indian			
2 or More Races			
Other/ Non-Report			

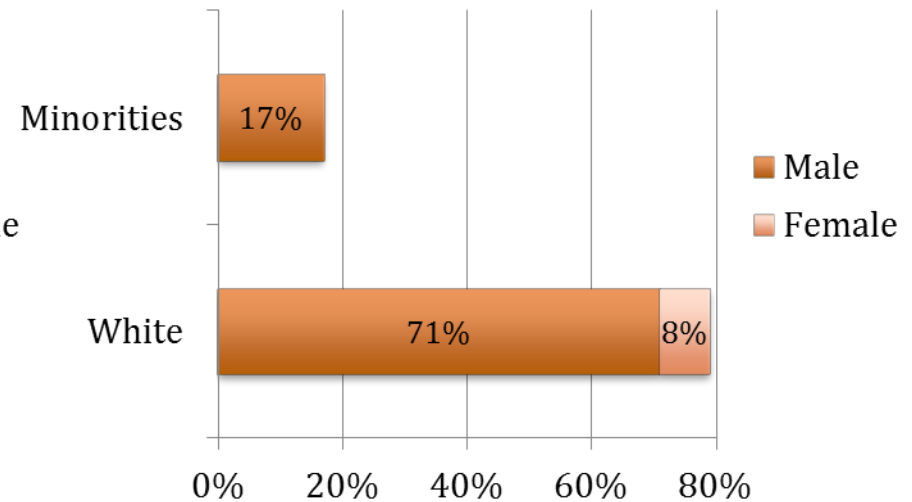
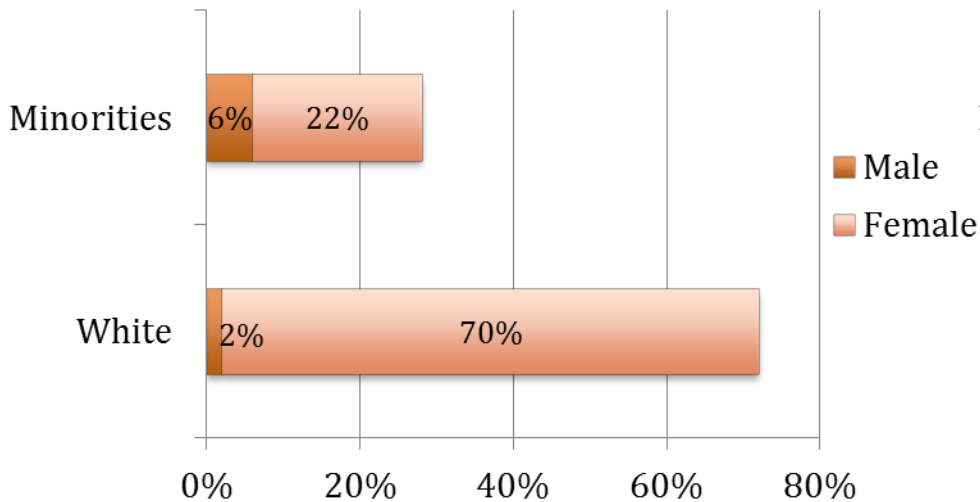


Administrative Support Workers

	Total	Males	Females
Total	54	4	50
White	39	1	38
Black	12	3	9
Hispanic	3		3
Asian			
American Indian			
2 or More Races			
Other/ Non-Report			

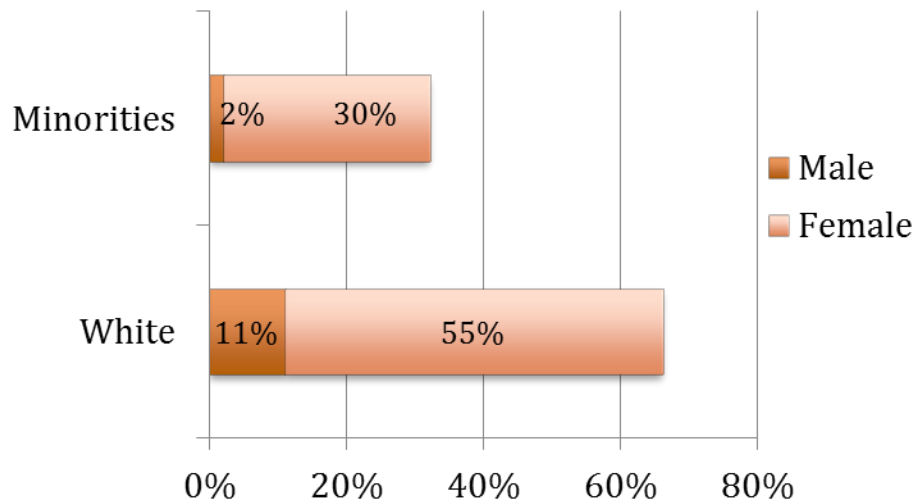
Laborers, Unskilled

	Total	Males	Females
Total	24	23	1
White	18	17	1
Black	4	4	
Hispanic			
Asian			
American Indian			
2 or More Races			
Other/ Non-Report	2	2	



Part- Time Professional Instructional

	Total	Males	Females
Total	44	7	37
White	29	5	24
Black	4	1	3
Hispanic	3		3
Asian	5		5
American Indian			
2 or More Races	2		2
Other/ Non-Report	1	1	



Part- Time All Other

	Total	Males	Females
Total	99	34	65
White	60	20	40
Black	27	13	14
Hispanic	3	1	2
Asian	4		4
American Indian			
2 or More Races	3		3
Other/ Non-Report	2		2

