

# Annual EEO/Affirmative Action Report 2008 February 3, 2009

Urbana School District #116  
205 North Race Street  
Urbana, Illinois 61801

# District Personnel for 2008

- Percentage of Minority Certified Staff is 13.3%
- Percentage of Minority Support Staff is 24%
- Total Minority Staff for the district is 25.8%
- Increase over last year (2007 was 15.2% in Minority Support Staff)

# Applicant Flow Log 2008

- In 2008, we joined the Champaign/Ford Consortium at ROE. This increased the number of applicants we had to review for job postings.
- 6216 applications
- 1687 minority applications (certified and non-certified)
- Increase to 27%

# Meeting the Challenge of Recruiting

- Competition among school district
- Limited number of minority candidates
- Decrease in the teaching force

# Summary of Certificated Personnel

- 65 new hires
- 51 White Non-Hispanic
- 12 Black
- 1 Hispanic
- 1 Asian
- 22% are certificated minority staff members

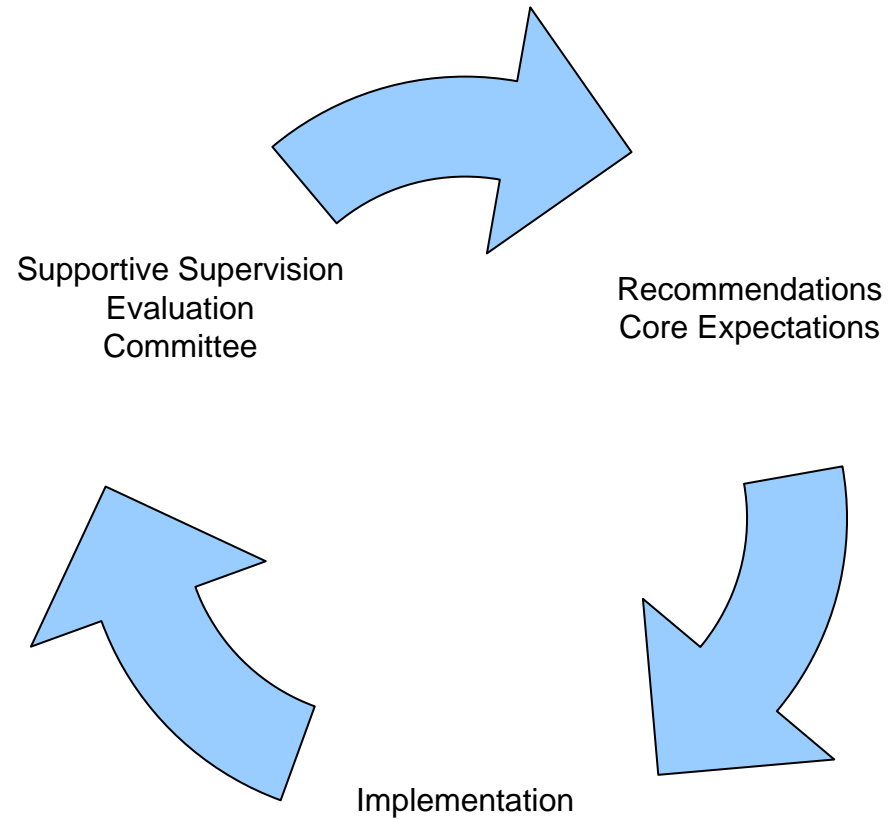
# Recruitment Recommendations

- Signing Bonus (including in their annual salary)
- Increase money to help district employees become teachers – ***Grow Your Own Program!***
- Create housing costs benefit to potential employees in areas of teacher shortage
- Increase recruiting budget \$1,000, it is currently \$7,000

# *New Teachers in the District*

- Secondary Level – Tammy Bond, UHS Special Education Teacher
- Elementary Level – Brian Boles, King Fifth Grade Teacher, Davida Cook, Prairie First Grade Teacher, and Danielle Jackson, Yankee Ridge Fourth Grade Teacher
- Questions

# Supportive Supervision Plan 2008-09





# Recommendations

- Administrators/Principals review Core Expectations to increase clear expectations and understanding of the instrument
- Special Education Administrators provide key elements to be observed for Special Education Staff
- We will “pilot” an instrument for Psychologist

# Recommendations Continued

- Subcommittees in other disciplines (Counselors, Deans, and social Workers) will review other ISBE Professional Standards for an instrument that addresses their discipline
- Each tenured teacher shall be evaluated every other year under Illinois School Code guidelines

# Core Expectations

- Instructional Environment
- Professional Responsibilities

# Conclusion

- The Supportive Supervision Evaluation Committee will meet again next summer to review current practices and the new instruments to be “pilot” for next school year.
- Questions
- (Committee Members)