

Recruitment and Retention Efforts for Diversity at WW-P



The Importance of Diversity in School Staff



National Center for Education Statistics

Teacher Demographics

• 1999

- Asian <1%
- Black 8%
- Hispanic/Latino 6%
- White 84%

• 2017

- Asian 2%
- Black 7%
- Hispanic/Latino 9%
- White 79%

WW-P Student Demographics

- Our current reports indicate our overall student demographics as follows:

Asian	71%
Black	6%
Hispanic	5%
White	16%



2022 Student-Staff Comparison

	Students	Staff
Asian	71%	9%
Black	6%	5%
Hispanic	5%	6%
White	16%	78%

Snapshot of New Staff Hires 2017

/81

Asian	10%
Black	2%
Hispanic	7%
White	79%

Snapshot of New Staff Hires 2017

	Asian 10%	Black 2%	Hispanic 7%	White 79%
Administrators				5
Counselors	1			1
Teachers	2		4	44
Nurses				1
Secretaries				2
IAs	5	2	1	3
Bus Drivers			1	

Snapshot of New Staff Hires 2018

/154

Asian	10%
Black	15%
Hispanic	5%
White	69%

Snapshot of New Staff Hires 2018

	Asian 10%	Black 15%	Hispanic 5%	White 69%
Administrators		1		
Managers/BOE				4
Teachers	4	2	4	76
Secretaries			1	3
IAs	6		1	
Cafeteria Aides	5	1		1
Security	1	17	2	12
Technology		1		
Transportation				5

Snapshot of New Staff Hires 2019

/109

Asian	11%
Black	14%
Hispanic	7%
White	67%

Snapshot of New Staff Hires 2019

	Asian 11%	Black 14%	Hispanic 7%	White 68%
Administrators				4
Teachers/Media	4	10	3	51
Counselors			1	3
Nurses				3
Secretaries			1	
IAs	5			5
Cafeteria Aides				2
Security	1	4	3	2
Technology	1	1		
Transportation		1		

Snapshot of New Hires 2020

/65

Asian	18%
Black	9%
Hispanic	20%
White	51%

Snapshot of New Hires 2020

	Asian 18%	Black 9%	Hispanic 20%	White 51%
BOE Staff		1		
Teachers	5	2	2	14
Counselors	1	1		
Secretaries				1
IAs	3		1	1
Cafeteria Aides	2			
Security		2		
Buildings and Grounds	1		9	12

Snapshot of New Hires 2021

/106

Asian	24%
Black	6%
Hispanic	6%
White	58%

- Additionally, we had an increase of 5% staff reporting two or more races

Snapshot of New Hires 2021

	Asian 24%	Black 6%	Hispanic 6%	Mixed Race 5%	White 59%
Administrators	1	1	1		2
Teachers/CST/Media	6	2	4	3	42
Nurses				1	1
Counselors	1				1
Secretaries					5
IAs	3	1	1	1	2
Cafeteria Aides	8		1		
Security		2			4
EDP Staff					4

Snapshot of New Hires 2022

/70

Asian	21%
Black	4%
Hispanic	10%
White	63%

Snapshot of New Hires 2022

	Asian 21%	Black 4%	Hispanic10%	Mixed Race 1%	White 63%
Administrators			1		2
Managers		1			
Teachers/CST/B CBA/TRS/CST	3	2	1	1	30
Secretaries			2		
IAs	1		1		2
Cafeteria Aides	1		1		1
Buildings and Grounds			1		2

Year-to-Year Comparison of New Hire Demographic Data

	2017	2018	2019	2020	2021	2022	Average
Asian	10%	10%	11%	18%	24%	21%	15%
Black	2%	15%	14%	9%	6%	4%	8%
Hispanic	7%	5%	7%	20%	5%	10%	9%
White	79%	69%	68%	51%	58%	63%	65%

2022 Student–Staff Comparison

	Students	Staff
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Hispanic	5%	6%
White	16%	78%

• 2017

- Asian
2%
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79%

Central TO Jersey Program for the Recruitment of Diverse Educators



www.cjpride.com





**CENTRAL TO JERSEY PROGRAM for the
RECRUITMENT of DIVERSE EDUCATORS
2022 Virtual Job Fair**
March 23, 2022 from 4 - 7 p.m.



Sponsored by these 42 school districts:

Berkeley Heights	Montgomery Township
Bordentown	Moorestown
Brick Township	Mount Union School Commission
Bridgegewater Heights	Naperville Township
Camden City	North Brunswick
Clatsop	North Hudson - VanHousen
Delaware	North Plainfield
Doerun	Northern Valley Regional High School
East Windsor	Old Bridge Public Schools
Easton	Passaic
Flamingo-Norlan	PC Maccheter Regional High School
Florham	Philmont
Franklin Township	Plainfield
Frenchtown Borough	Plowville
French Regional	Rockaway
Greenville	Robbinsville
Green Rock	School District of Chatham
Haddon Township	Saratoga
Hightstown	Spartanville
Hopewell Valley	South Brunswick
Horseshoe Central	South Hudson Regional
Jackson Township	South Plainfield
Lansdale Township	Springfield
Livonia	Summit
Maplewood-Englewood	Toms River
Maplewood-North	Warren
Maplewood-Orangeburg	Warren Township
Maplewood-Towamocin	Washington Borough
Millburn	Washington
Millersburg	Wayne
Millstone	Westfield
Montclair-County	West Orange
Montross School District	West Windsor-Princeton
Mountain View Educational	Wyckoff
Services Commission	

Eagerly seeking diverse candidates across all grade levels and content areas. NO candidates for administrator openings will be interviewed at this event.

Pre-registration is REQUIRED. To register for the CJ PRIDE Job Fair and review current employment opportunities for participating districts, go to:
<https://cjpride.com/>

Diversity in Hiring- Best Practices

01

Recruit

Don't just wait for candidates to come to you. Seek them out where they are.

03

Hire

Verify a standard hiring process is being implemented

02

Ensure a Diverse Pool

Make sure your applicant pools have variety

04

Retain

Plan for supporting the candidate even before you hire him/her

04

Retention, Retention, Retention

Retention



This is our WHY

New Teacher Induction
Intensive Job-embedded Professional Development
Professional Growth Days
Tuition Reimbursement
University Partnerships
Supportive Resources



Unity, not uniformity, must be our aim. We attain unity only through variety. Differences must be integrated, not annihilated, not absorbed!

—Mary Parker Follett



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