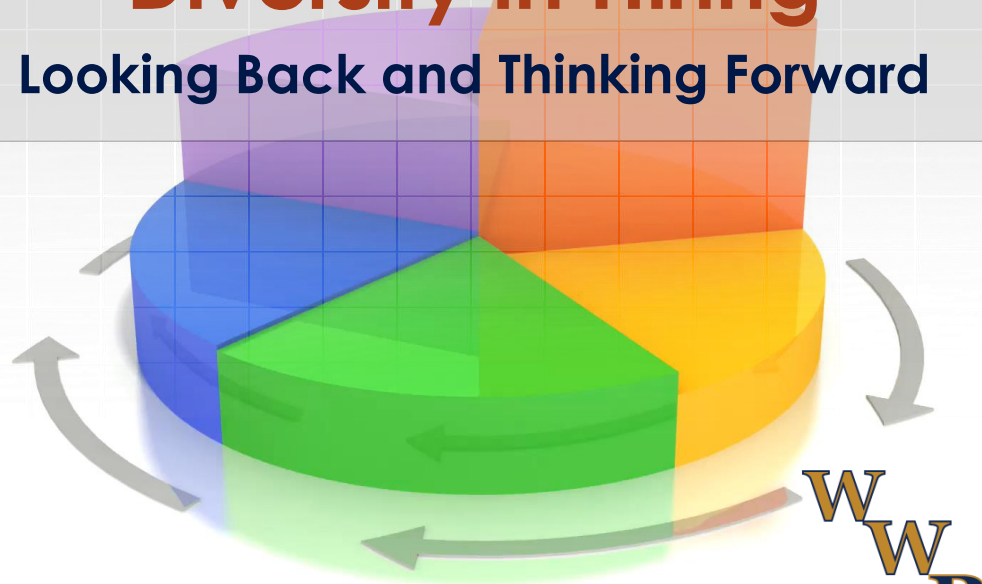


# Diversity in Hiring

## Looking Back and Thinking Forward



Charity Comella, Assistant Superintendent for Personnel



# Our District's Strategic Goals

## Goal 1

Understanding that all students have diverse needs, backgrounds, and approaches to learning, we will integrate tools and structures to appropriately challenge and enable students to realize their full potential.

## Goal 2

Embracing a rapidly changing world, we will empower learners to assume active roles in their communities, to face and engage global challenges and to contribute proactively toward a more peaceful, just, inclusive, and secure world.

## Goal 3

Recognizing that children need to balance physical, social, emotional and academic needs, we will maintain a supportive culture and build structures for the health, safety, and well-being of the Whole Child.

## Goal 4

**West Windsor-Plainsboro Regional School District will cultivate a diverse and inclusive community where members of every race, sexual orientation, gender, gender identity, ability, religion, socio-economic class, ethnicity, and national origin are welcomed, valued, respected and celebrated.**

*We believe that every individual has intrinsic worth, that embracing diversity enriches and empowers our community, and that people reach their full potential when encouraged to believe it is possible. Therefore, building upon our tradition of excellence, we will guide and support our students' growth, empowering them to value their individual learning journeys.*

# The Importance of Diversity



See or  
Be Seen –  
Mirrors and  
Reflections

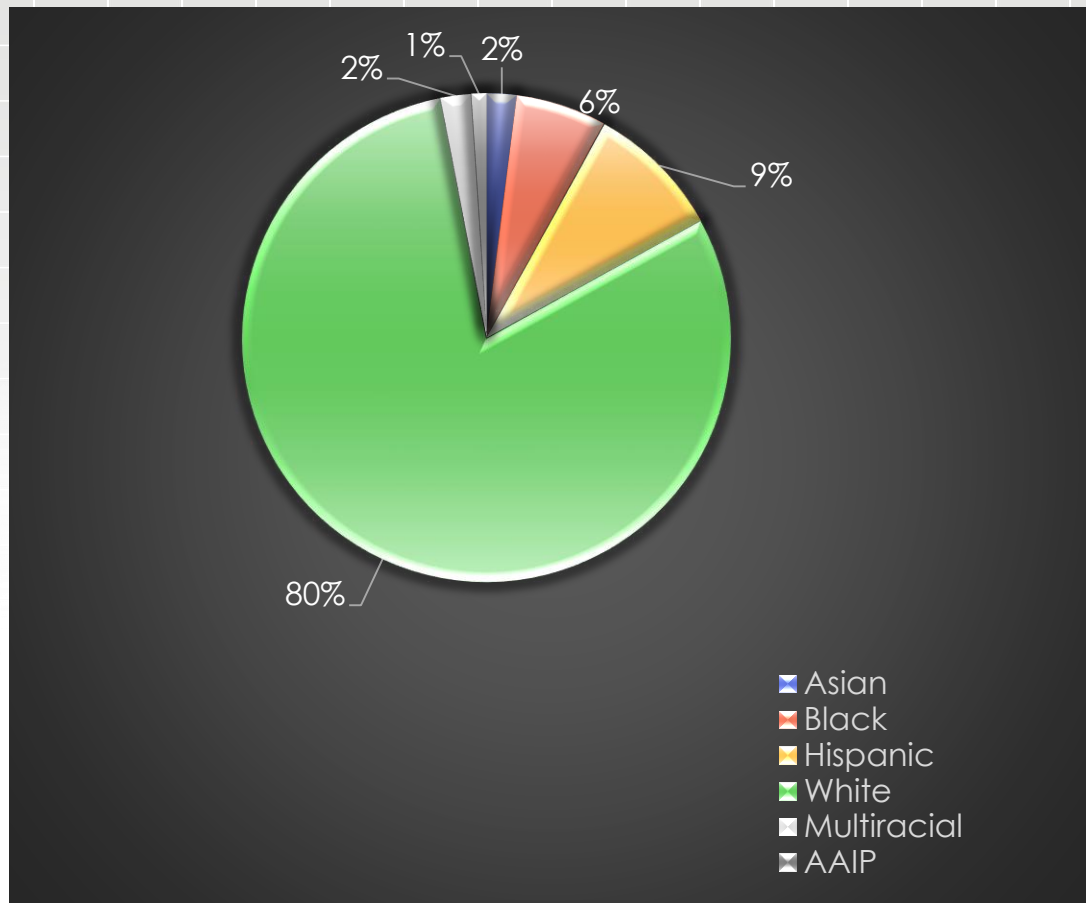
Aspiration

Inspiration

## Teacher Demographics (Nationwide)

According to the National Center for Education Statistics, in 2020–21, of all public school teachers,

- 80 percent were White;
- 9 percent were Hispanic;
- 6 percent were Black;
- 2 percent were Asian;
- 2 percent were of Two or more races;
- Less than 1 percent were American Indian/Alaska Native; and
- Less than one-half of 1 percent were Pacific Islander.

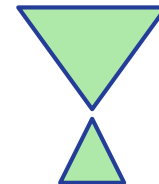


# Changes and Proportionality (Nationwide)

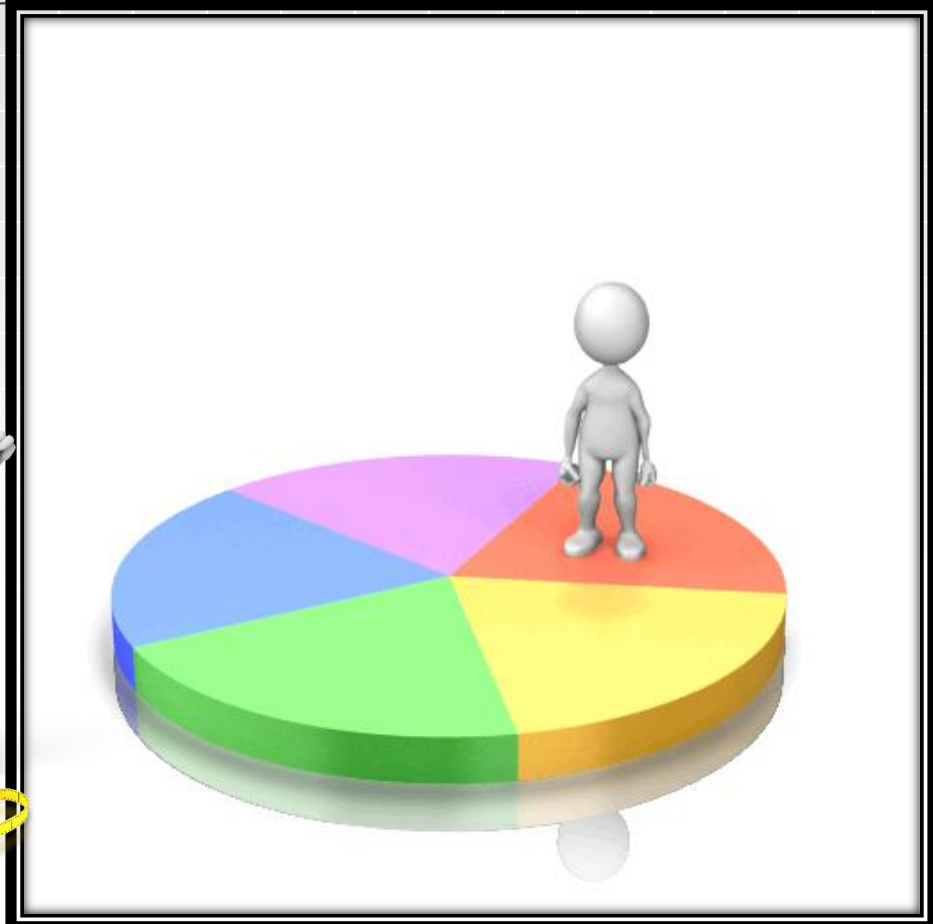
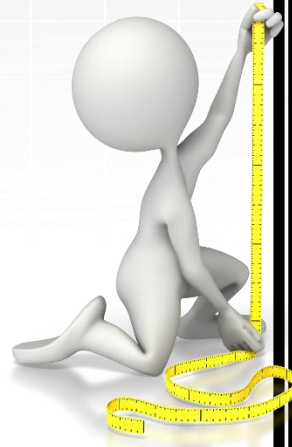
From 2011–12 to 2020–21, the share of public school teachers in each of the racial/ethnic groups changed by 2 percentage points or less. Specifically, lower percentages of public school teachers in 2020–21 than in 2011–12 were White (80 vs. 82 percent) or Black (6 vs. 7 percent). In contrast, higher percentages of public school teachers in 2020–21 than in 2011–12 were Hispanic (9 vs. 8 percent), Asian (2.4 vs. 1.8 percent), or of Two or more races (2 vs. 1 percent).

In 2020–21, the proportion of K–12 public school teachers who were White (80 percent) was higher than the proportion of K–12 public school students who were White (46 percent), whereas the proportion of teachers of other racial/ethnic groups was lower than the proportion of students in those groups. For instance, 9 percent of public school teachers were Hispanic, compared with 28 percent of public school students.

Source: [IES/NCES](#)



# What are Some Ways We Measure Staff Diversity?



# Employment Application



Job Listings **FAQ**

### Welcome

To begin a new application, choose a job from the available listings below. After your information is complete, you will receive a confirmation number, and your information will be saved allowing you to return at any time to submit additional applications.

Please be sure and remember your username and password for use on future applications.

### Job Listings

Search

Type any part of the Job Title, Job Type, or Job Location to Search

Job Title

Posting Date

Type

### Equal Opportunity Information

Providing this information is strictly voluntary. You will not be subject to adverse action or treatment for not providing this information. If you choose not to provide this information, please select "Decline to Answer". Instructions: answer the ethnicity question first followed by the question on race. Mark one or more options to indicate what you consider yourself to be.

Gender

Ethnicity

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

### Language Proficiency

Please complete the following questions to help us understand your proficiency in multiple languages. Fields marked with an asterisk (\*) are required.

Are you proficient in any other language(s) besides English? \*

Language(s) besides English you are proficient in: (Please select)

Other:

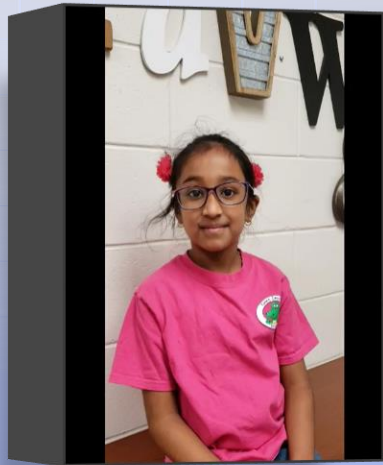
321 Village Road East  
West Windsor, NJ 08550  
609-716-5000  
609-716-5038

Previous Cancel Save and Continue





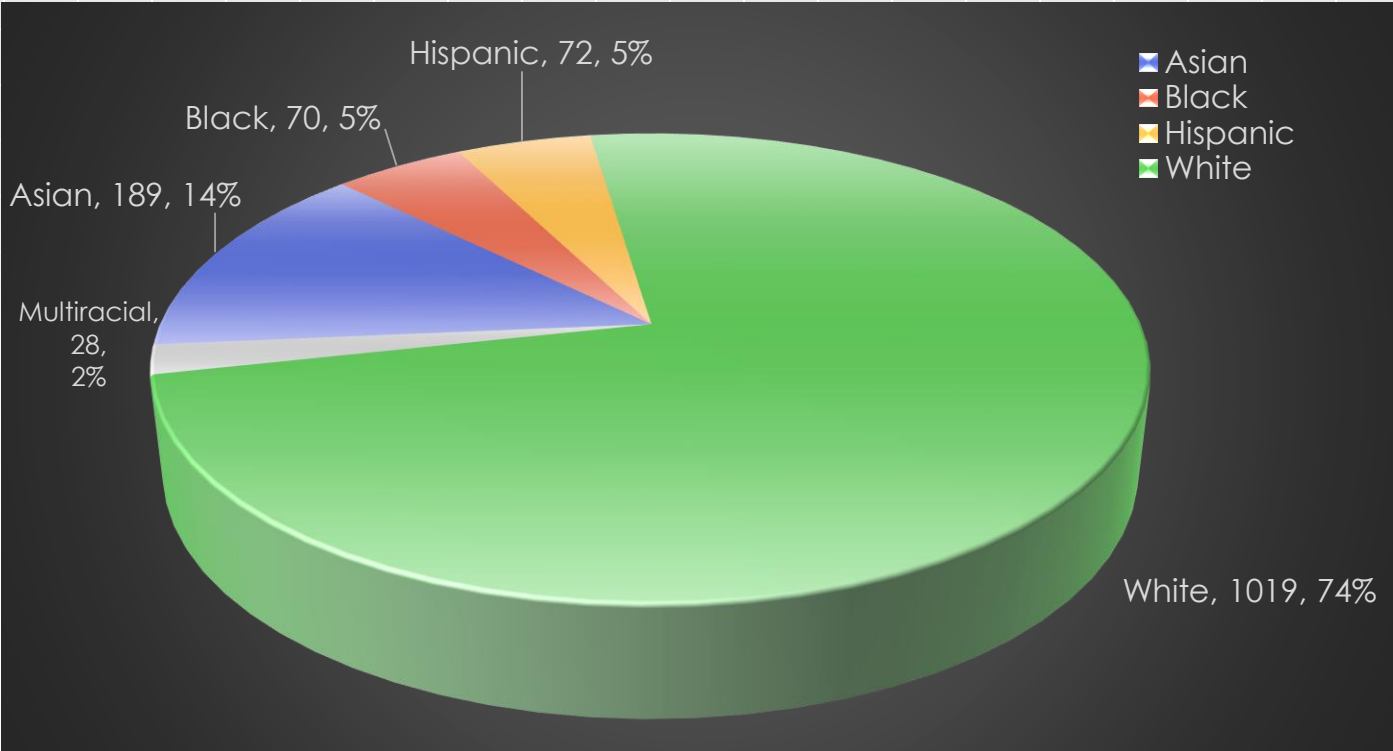
# One-Way Video Interviews



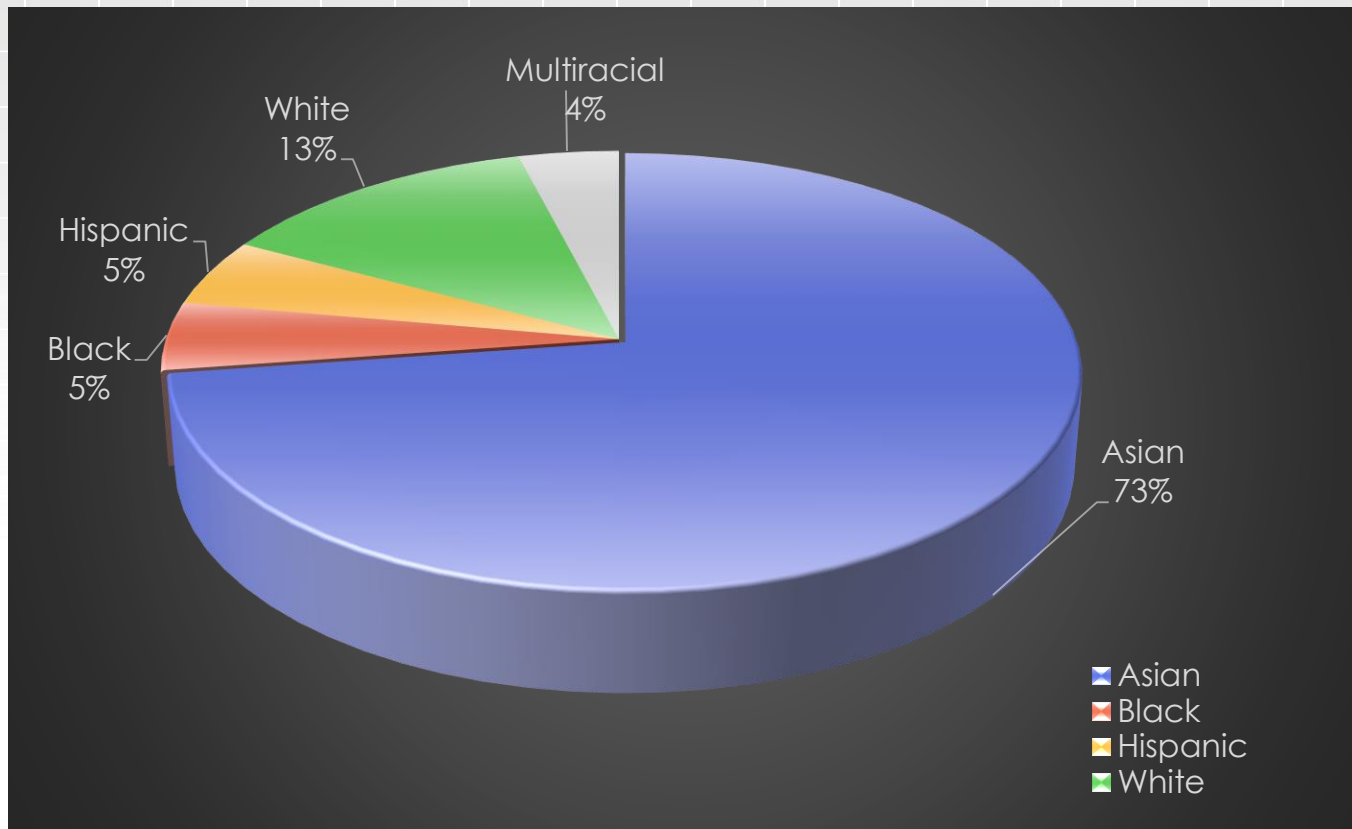




# WW-P Staff (EEO-5 2022)

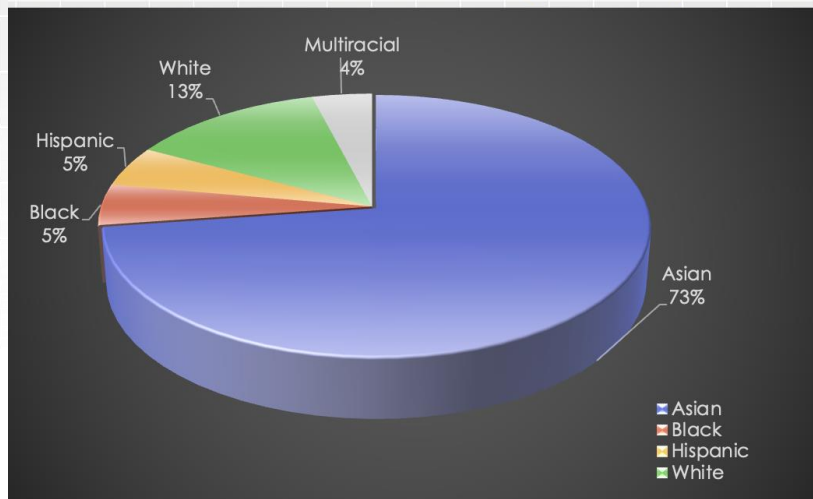


# WW-P Students (Oct 2023)

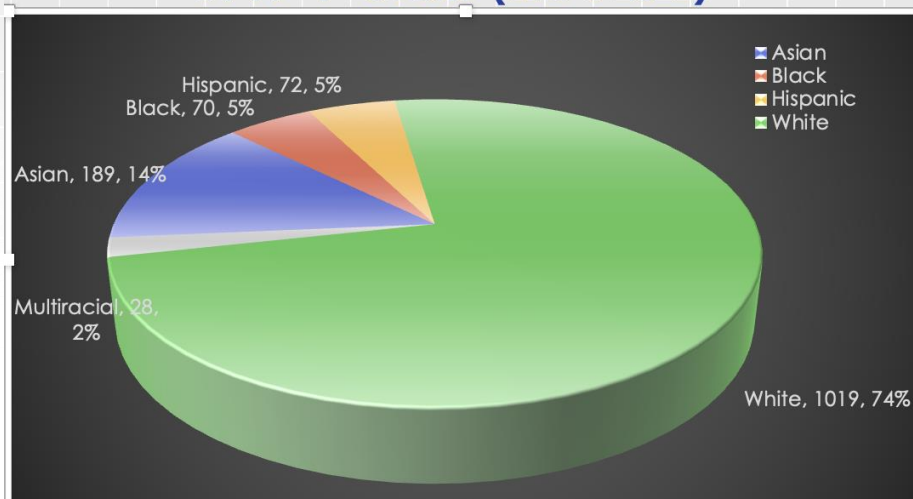


# Comparison of WW-P Students and Staff

## WW-P Students (Oct 2023)



## WW-P Staff (EEO-5 2022)



# The Importance of Diverse Staff in Schools

“We don't just teach subject matter; we teach the students in front of us. And if we share the same skin color and cultural and socioeconomic background as they do, we can serve as immediate models for success. From an administrative standpoint, having more teachers of color in a school means there may be more teachers whom students can turn to and feel comfortable having conversations with about certain situations.” [Jose Luis Vilson](#)



Advocates

Role  
Models





# New Hires



# 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



# Breakdown of New Hires - 2021

	Asian 24%	Black 6%	Hispanic 6%	Mixed Race 5%	White 58%
<b>Administrators</b>	1	1	1		2
<b>Teachers/CST/Media</b>	6	2	4	3	42
<b>Nurses</b>				1	1
<b>Counselors</b>	1				1
<b>Secretaries</b>					5
<b>IAs</b>	3	1	1	1	2
<b>Cafeteria Aides</b>	8		1		
<b>Security</b>		2			4
<b>EDP Staff</b>					4

# Snapshot of New Hires - 2022

/70

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

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

# Breakdown of New Hires - 2022

	Asian 21%	Black 4%	Hispanic 10%	Mixed Race 1%	White 63%
<b>Administrators</b>			1		2
<b>Managers</b>		1			
<b>Teachers/CST/B CBA/TRS/CST</b>	3	2	1	1	30
<b>Secretaries</b>			2		
<b>IAs</b>	1		1		2
<b>Cafeteria Aides</b>	1		1		1
<b>Buildings and Grounds</b>			1		2

# Snapshot of New Hires - 2023

/83

Asian	5%
Black	4%
Hispanic	4%
White	65%

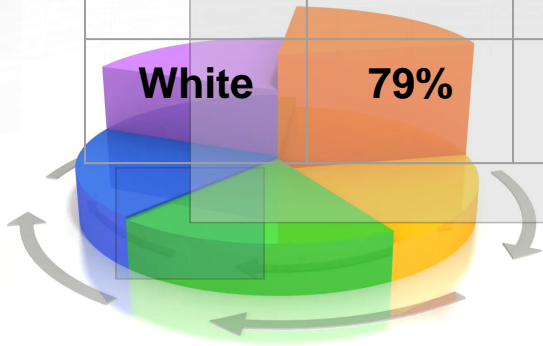
Additionally, we had an increase of 7%  
staff reporting two or more races

# Breakdown of New Hires - 2023

	Asian 5%	Black 4%	Hispanic 4%	Multiracial	White 65%
<b>Administrators</b>			1		1
<b>Teachers/CS T/BCBA/TRS/ CST</b>	4	2	3	3	22
<b>Secretaries</b>	1	1		1	3
<b>IAs</b>	2		2	1	3
<b>Cafeteria Aides</b>			1		1
<b>BOE Employees</b>					2

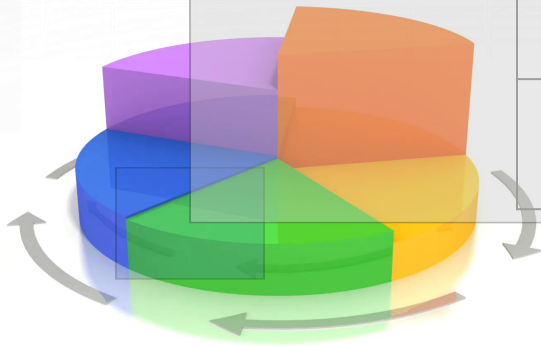
# Year to Year Comparison (All New Hires)

	2017 (81)	2018 (154)	2019 (109)	2020 (65)	2021 (106)	2022 (70)	2023 (83)	Average
Asian	10%	10%	11%	18%	24%	21%	13%	15%
Black	2%	15%	14%	9%	6%	4%	6%	8%
Hispanic	7%	5%	7%	20%	5%	10%	8%	9%
White	79%	69%	68%	51%	58%	63%	65%	65%



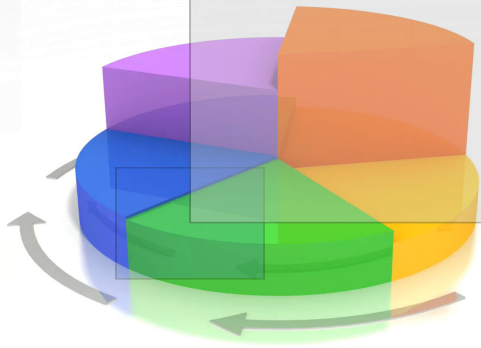
# Comparison (WW-P to U.S.)

	WW-P New Hires Average	National Teacher Average
Asian	15%	2%
Black	8%	6%
Hispanic	9%	9%
White	65%	80%





# Comparison (WW-P to Neighbor Districts)



	National Teacher Average	Hamilton Township	Robbinsville	East Windsor	WW-P
Asian	2%	2%	4%	4%	14%
Black	6%	6%	2%	7%	5%
Hispanic	9%	4%	2%	13%	5%
White	80%	87%	92%	75%	74%
Multiracial	2%	1%	0%	<1%	2%

# How Can We Continue to Recruit and Retain a More Diverse Staff?



# Pathways to Teaching Programs

WEST WINDSOR-PLAINSBORO  
REGIONAL SCHOOL DISTRICT

## Pathways to Teaching Program

Take your career in education to the next level with a degree  
or certificate from Rider University.

Rider University is proud to offer customizable pathways to teacher certification for employees represented by the West Windsor-Plainsboro Service Association (WWPSA). Eligible WWPSA employees, including instructional assistants, cafeteria aides, custodians, bus drivers, secretaries and other support staff, can receive tuition assistance with completion of a bachelor's degree in their chosen field and/or earning a teaching certificate.

### Program benefits:

- » Choose from flexible continuing education and/or teaching certification programs designed for adult learners
- » Earn your degree and/or certification while continuing to work in your current position
- » Receive tuition reimbursement\*

\*Tuition reimbursement is subject to prior approval from the superintendent, designee and available funds.



Through Rider's partnership with The State of New Jersey, WW-P Regional School District employees, as well as their immediate family members under the age of 24, may be eligible for a 20% tuition reduction.

For more information, visit

[RIDER.EDU/WWPSA](http://RIDER.EDU/WWPSA)



THE COLLEGE OF NEW JERSEY  
OFF-SITE GRADUATE PROGRAMS



LAUNCH YOUR TEACHING CAREER  
PATHWAYS TO TEACHING PROGRAM

INTERESTED IN  
TEACHER  
CERTIFICATION?

### PROGRAM DETAILS

- Dual certification in Early Childhood and Elementary Education (27 credits)
- Option to add on master's degree (9 credits)
- Partnership between WW-P and TCNJ brings coursework into the district for a high quality and convenient program
- Open to all staff who hold a bachelor's degree
- Test prep/resources provided
- Reduced, off-site tuition





Central **to** Jersey Program for the Recruitment of Diverse Educators



# Consortium Committees



Marketing and Outreach



Recruitment



Professional Development



Legislative



Scholarships



New Membership







**ePRIDE**

CENTRAL to JERSEY PROGRAM for the RECRUITMENT of DIVERSE EDUCATORS

# 2023 Virtual Job Fair

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

**Sponsored by these 80 New Jersey school districts:**

*Not all member districts may be present at this event.*

Bayonne School District	Hunterdon Central Regional High School	Plainfield Public Schools
Berkeley Heights Public Schools	Jackson School District	Princeton Public Schools
Bordentown Regional School District	Lawrence Township Public Schools	Ranococas Valley Regional High School
Brick Township Public Schools	Livingston Public Schools	Readington Township Public Schools
Bridgewater-Raritan Regional School District	Manalapan-Englishtown Regional School District	Robbinsville Public Schools
Camden City School District	Manchester Regional High School	School District of the Chathams
Cranford Public Schools	Matawan-Aberdeen Regional School District	Somerset Hills School District
Delran Township School District	Metuchen School District	Somerville Public Schools
Denville Township School District	Millburn Township Public Schools	South Brunswick School District
Dover Public Schools	Milltown Public Schools	South Hunterdon Regional School District
East Windsor Regional School District	Monmouth Ocean Educational Services Commission	The School District of South Orange & Maplewood
Eatontown Public Schools	Montclair Public Schools	South Plainfield School District
Ewing Public Schools	Montgomery Township School District	Springfield Public Schools
Flemington-Raritan Regional School District	Moorestown Township Public Schools	Summit Public Schools
Florence Township School District	Morris-Union Jointure Commission	Toms River Regional Schools
Franklin Township Public Schools	Mount Laurel Schools	Trenton Public Schools
Freehold Borough School District	Neptune Township School District	Union County Educational Services Commission
Freehold Regional High School District	New Brunswick Public Schools	Warren Township Schools
Glen Ridge Public Schools	North Brunswick Township Schools	Watchung Borough School District
Glen Rock Public Schools	North Hunterdon-Voorhees Regional High School District	Watchung Hills Regional High School
Gloucester County Special Services School District	North Plainfield School District	Wayne Township Public Schools
Hamilton Township School District	Northern Burlington County Regional School District	Westfield Public Schools
Hawthorne Public Schools	Northern Valley Regional High School District	West Orange Public Schools
Hillsborough Township Public Schools	Old Bridge Township Public Schools	West Windsor-Plainsboro Regional School District
Hoboken Public Schools	Passaic Public Schools	Wyckoff School District
Hopewell Valley Regional School District	Phillipsburg School District	
Howell Township Public Schools	Pittsgrove Township School District	





Central Jersey Program for the Recruitment of Diverse Educators

# SCHOLARSHIP

*CJPRIDE will present three scholarships of \$1,000 each to three high school seniors from underrepresented groups, who plan to enroll in and attend a college or university in NJ and pursue education as a career!*

**Application Deadline: March 31, 2021**

*Winners will be notified by April 30, 2021.  
For more info/application, visit [cjpride.com](http://cjpride.com)!*







Central Jersey Program for the Recruitment of Diverse Educators

Noor Abdelhamid of West Windsor-Plainsboro High School North will be attending The College of New Jersey. She is enrolled as a Technology and Engineering Education major.

***Congratulations, Noor!***



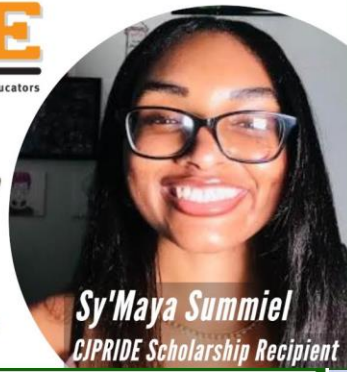
**Noor Abdelhamid**  
CJPRIDE Scholarship Recipient



Central Jersey Program for the Recruitment of Diverse Educators

Sy'Maya Summiel of Ewing High School will be attending The College of the New Jersey. Her intended major is Music Education.

***Congratulations, Sy'Maya!***



**Sy'Maya Summiel**  
CJPRIDE Scholarship Recipient



Central Jersey Program for the Recruitment of Diverse Educators

Sherlyn Hitary Obispo of Hightstown High School has committed to attend The College of New Jersey (TCNJ). Her intended major is Secondary Education.

***Congratulations, Sherlyn!***



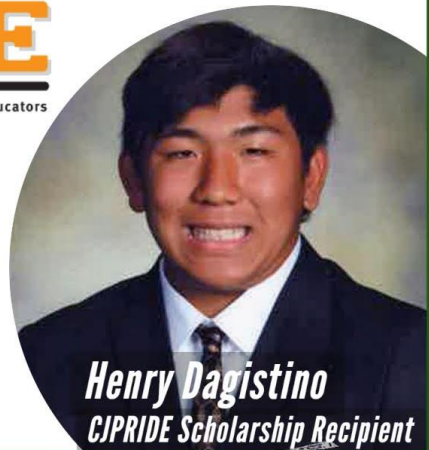
**Sherlyn Hitary Obispo**  
CJPRIDE Scholarship Recipient



Central Jersey Program for the Recruitment of Diverse Educators

Henry Dagistino of Livingston High School will be attending Montclair State University and is majoring in Education, with a concentration in Social Studies.

***Congratulations, Henry!***



**Henry Dagistino**  
CJPRIDE Scholarship Recipient



If you are having trouble watching this video, click here



Jarrett Case, Teacher, Grade 5, Millstone River School



Venkat Ramaprasad, Teacher, Language Arts, High School North



Sue Totaro, Chief Equity Officer



Justin Dolcimascolo-Garrett, Teacher Resource Specialist for Gifted and Talent, Grover Middle School



Sonia Singh, Assistant Principal, Grover Middle School



Mariah Scott, Teacher Grade 5, Village School



Stephanie Thomas, Teacher, Language Arts, Grover Middle School



Charity Comella, Assistant Superintendent



Mark Wise, Supervisor of Curriculum and Instruction, Grades 6-12

# “This is Our Why” Recruitment Video



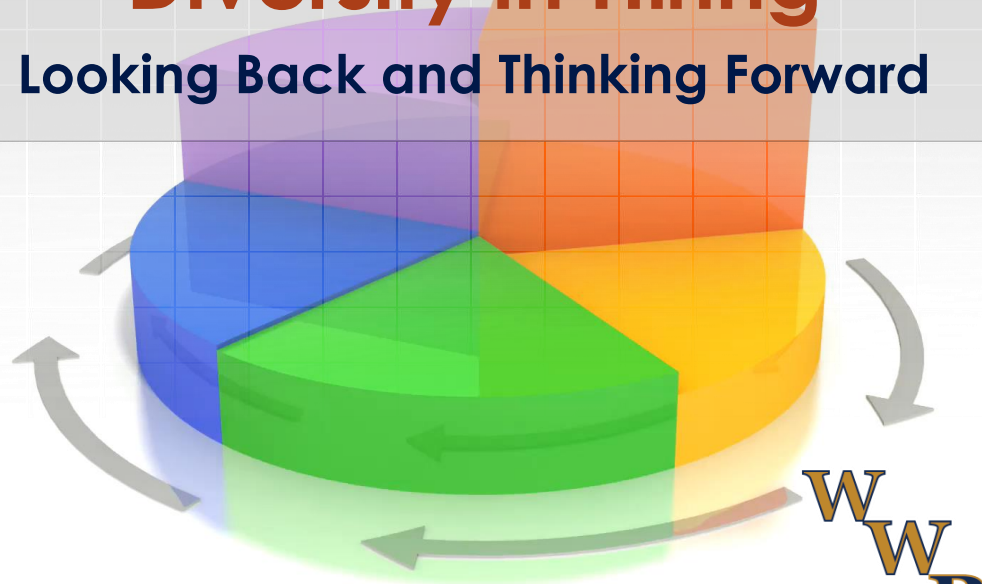


## **Mission Statement**

*Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character, and love of learning.*

# Diversity in Hiring

## Looking Back and Thinking Forward



Charity Comella, Assistant Superintendent for Personnel