Staff Diversity

Diversity Goal #1
**2021-2025 Goals & Priorities**

**EQUITY**

*Equity Goal 1:*
Study and develop programs and schools for increased options to meet student needs; including ensuring safe and reliable transportation that efficiently increases access and choice to schools and programs.

*Equity Goal 2:*
Empower staff and school board through relevant learning experiences uniting these stakeholders around the MCCSC vision and shared work.

*Equity Goal 3:*
Accelerate learning for students, including priority populations, with accessible and aligned high quality curriculum and instruction.

*Equity Goal 4:*
Meet the mental and physical needs of students in an equitable manner by continuing to study and establish effective measures related to health and safety.

**COMMUNICATIONS**

*Communication Goal 1:*
Develop and implement a robust Communication Plan to increase efficiency and effectiveness.

**DIVERSITY**

*Diversity Goal 1:*
Recruit, hire, and retain a diverse staff that reflects our student population.

*Diversity Goal 2:*
Decrease disciplinary disparities between student populations.

**FUNDING**

*Funding Goal 1:*
Increase funding from local sources through community approved initiatives.

*Funding Goal 2:*
Expand funding based on needs and evaluate expenditures for sustainable enhancements.
**Diversity Goal 1:**
Recruit, hire, and retain a diverse staff that reflects our student population.

**Outcomes:**
- Increase staff diversity!
- Retain qualified staff!

**Equity Goal 4:**
Meet the mental and physical needs of students in an equitable manner by continuing to study and establish effective measures related to health and safety.

**Diversity Goal 2:**
Decrease disciplinary disparities between student populations.
Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

(MCCSC Anti-Racism Policy definition, adopted February 2023)
Definition & Context

Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

(MCCSC Anti-Racism Policy definition, adopted February 2023)

The following data points are collected via hiring practices to analyze in relation to our Board goal: (1) race, (2) language ethnicity, and (3) gender.

(Data points that provide information on the demographics of our student and staff are self-reported under federal law.)
Recruit

- Career fair engagements
- High school events HR table
- Multi-lingual employment webpage and application
- Social media presence
- Student teacher professional learning sessions
<table>
<thead>
<tr>
<th>Year</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Average</th>
<th>Indiana Average Teacher Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020-2021</td>
<td>$40,000</td>
<td>$77,957</td>
<td>$56,207</td>
<td>$53,991</td>
</tr>
<tr>
<td>2022-2023</td>
<td>$50,000</td>
<td>$85,000</td>
<td>$63,749</td>
<td>$58,531</td>
</tr>
<tr>
<td>2024-2025</td>
<td>$57,750</td>
<td>$89,550</td>
<td>$69,552*</td>
<td>n/a</td>
</tr>
</tbody>
</table>

*2024-2025 average MCCSC teacher salary reflects a projection. Data derives from the Gateway Collective Bargaining website.
MCCSC CAREER PATHWAYS

MCCSC is committed to recruiting, hiring, and retaining a diverse staff that reflects our student population.

STUDENT EDUCATION CAREER PATHWAYS
1. Dual Credits for MCCSC Students through Indiana State University
2. Employment While Earning A Degree for MCCSC Grads

EMPLOYEE EDUCATION CAREER PATHWAYS
3. A Degree in Education for MCCSC Employees
4. Transition to Teach for MCCSC Employees

EARLY CHILDHOOD CAREER PATHWAYS
5. Pathway to Early Childhood for MCCSC Elementary Teachers
6. Pathway to Early Childhood for MCCSC Secondary Teachers

GRADUATE LEVEL CAREER PATHWAYS
7. STEM Certification for MCCSC Elementary Teachers
8. IU Master’s in Educational Leadership for MCCSC Teachers

CONTACT
Dr. Erin Stalbaum, Assistant Superintendent of Professional Learning and Human Resources
estalbaum@mccsc.edu or (812) 330-7700
MCCSC Early Childhood Pathway

PATHWAY TO EARLY CHILDHOOD FOR MCCSC ELEMENTARY TEACHERS

For careers in: EARLY CHILDHOOD

MCCSC elementary teachers who want to add an early childhood education degree through Indiana State University. The MCCSC covers the cost of this pathway.

REQUIREMENTS
✓ MCCSC certified teacher
✓ Elementary education bachelor’s degree and licensure

FALL 2024 COHORT

BENEFITS
✓ MCCSC pays for your degree
✓ Receive wrap-around supports through mentorship of MCCSC teachers
✓ Receive MCCSC employee benefits

COURSES TO COMPLETE
• ELED 532 – EC: Teaching Within a Diverse Society
• ELED 541 – EC: Program Administration & Leadership
• ELED 645 – EC: Advanced Curriculum
• ELED 647 – EC: Interagency Collaboration & Parent Involvement

PRAXIS EXAMS TO PASS
• Early childhood content exam

CONTACT

Dr. Erin Stalbaum, Assistant Superintendent of Professional Learning and Human Resources
estalbaum@mccsc.edu or (812) 330-7700
Hire

- Incentivizing teachers to teach in highly complex schools
- Differentiating professional learning and elementary staff schedules
- Additional preparatory minutes for elementary teachers in years 1-3
- 401a/403b incentives for teachers on rows A-E
<table>
<thead>
<tr>
<th>Self-Reported Race</th>
<th>Indiana Certified Staff</th>
<th>Indiana Students</th>
<th>IN Staff-Student Ratio</th>
<th>MCCSC Certified Staff</th>
<th>MCCSC Students</th>
<th>MCCSC Staff-Student Ratio</th>
<th>MCCSC Non-Certified Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>0.3%</td>
<td>0.2%</td>
<td>15:10</td>
<td>0.1%</td>
<td>0.2%</td>
<td>5:10</td>
<td>0.1%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>0.5%</td>
<td>2.8%</td>
<td>2:10</td>
<td>1%</td>
<td>5.3%</td>
<td>2:10</td>
<td>2.1%</td>
</tr>
<tr>
<td>Black</td>
<td>4.6%</td>
<td>12.5%</td>
<td>4:10</td>
<td>2.3%</td>
<td>6.2%</td>
<td>4:10</td>
<td>5.4%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>1.8%</td>
<td>13.2%</td>
<td>1:10</td>
<td>2.1%</td>
<td>7.5%</td>
<td>3:10</td>
<td>3.1%</td>
</tr>
<tr>
<td>Multi-Racial</td>
<td>0.7%</td>
<td>5.2%</td>
<td>1:10</td>
<td>1.5%</td>
<td>8%</td>
<td>2:10</td>
<td>2%</td>
</tr>
<tr>
<td>White</td>
<td>92.1%</td>
<td>66.1%</td>
<td>14:10</td>
<td>93%</td>
<td>72.8%</td>
<td>13:10</td>
<td>87.3%</td>
</tr>
</tbody>
</table>
- Exit & stay interviews with an analysis of themes
- Affinity groups/ESGs
- Inclusive, anti-bias student and staff policies with aligned training, professional learning, and coaching
Anti-Racism Student Policy: 5518 (February 2023)
Anti-Racism Professional Staff Policy: 3518 (February 2024)
Anti-Racism Support Staff Policy: 4518 (February 2024)

• Policy training via Safe Schools/Vector Solutions
• District-wide professional learning keynote sessions
• Speak up at School: How to Respond to Everyday Prejudice, Bias, and Stereotypes
• Responding to bias incidents: Resources and best practices
• Reporting incidents (STOPit)
• Professional Learning Communities (PLCs)
## Retain

<table>
<thead>
<tr>
<th>Indicator</th>
<th>From 2021-22 to 2022-23 %</th>
<th>From 2022-23 to 2023-24 %</th>
<th>Retention Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Macro-level retention</td>
<td>83%</td>
<td>92.6%</td>
<td>+9.6%</td>
</tr>
<tr>
<td>Title I schools in which strategic funding is applicable</td>
<td>78.3%</td>
<td>90.1%</td>
<td>+11.8%</td>
</tr>
<tr>
<td>PLC institute attendees</td>
<td>-</td>
<td>85.3%</td>
<td>-</td>
</tr>
</tbody>
</table>
## Retain

<table>
<thead>
<tr>
<th>Operational</th>
<th>Culture</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Competitive and differentiated wage structures</td>
<td>• Investing in the holistic well-being of faculty and staff</td>
</tr>
<tr>
<td>• Generous and differentiated investment matching</td>
<td>• Differentiation as a norm for both students and faculty</td>
</tr>
<tr>
<td>• Strategic staffing decisions for additional supports to teachers new to</td>
<td>• Professional learning and training focused on inclusivity and anti-</td>
</tr>
<tr>
<td>MCCSC</td>
<td>bias</td>
</tr>
<tr>
<td>• Policies of inclusive and anti-bias practices</td>
<td></td>
</tr>
</tbody>
</table>
Staff Feedback

- **Career pathway** opportunities for certified and support staff are critical to recruit, hire, and retain a diverse staff.
- Strengthening **student pathways** focused on education through an apprenticeship model supports both our student and staff goals and priorities.
- A **competitive salary and benefits package**, connected to an online employee management system, has increased the number of applicants to vacant positions.
- An **increased online presence** to promote vacancies is necessary to continue growth of this priority.

"MCCSC's partnership with the Midwest & Plains Great Lakes Equity Center is pivotal in implementing our anti-bias policies to foster an inclusive environment for students and staff."

"The goal to recruit, hire, and retain a diverse staff that reflects our student population is a whole community conversation. How do we collaborate with community agencies to align our efforts and actions around this important work?"
“I worry about staff hiring decisions being heavily based on population demographics. I want the best teachers we can get. I have no problem with diverse teachers, I just don't want the quality of the teacher to be cut in order to satisfy a diversity quota.”

-MCCSC Parent

“What professional development opportunities are available for service support staff, and how is the district recognizing their contributions?”

-MCCSC Employee

“In order to recruit, hire, and retain a reflective staff, opportunities and access should continue to be offered. In terms of retaining staff our opinions should be taken into account in all areas including work load and pay. Title one schools and schools with self-contained classrooms should get an extra stipend due to the increased stress. I'd like the district to consider who is earning accolades from the district and who is being continually left out of the conversation.. evening of the stars, equity spotlights, etc.”

-MCCSC Community Partner
Next Steps

● Continue to create inclusive communities for employees

● Continue to explore apprenticeships and internships

● Continued collaborations with organizations focused on the further development of Bloomington

● Explore partnerships for innovative housing opportunities

● Focus on a corporation-wide culture of gratitude

● Prepare and implement a new evaluation system for the 2025-2026 school year
Please visit the MCCSC employment page to learn about the various opportunities to make an impact in Monroe County!

**BENEFITS OF WORKING AT MCCSC**
Certified & Non-Certified Positions Available

2024-2025

MCCSC is committed to providing an inclusive and enriching environment for staff and students to work and learn. We provide opportunities for continued professional development and growth for everyone at MCCSC. Below is a list of benefits available to you at Monroe County Community School Corporation.

- Medical Insurance
- Dental/Vision Insurance
- Basic Life Insurance
- Short Term Disability Insurance
- Long Term Disability Insurance
- Retirement: Benefits based on individual qualifications to retirement plans
  - Voluntary Employees Beneficiary Association (VEBA) (HRA)
    - Employees become vested after five (5) years of continuous service in a benefitted position
  - Indiana State Teachers’ Retirement Fund (TRF)
    - MCCSC pays 3% of employee salary into the Annuity Savings Account portion of the plan
  - Public Employees’ Retirement Fund (PERF)
    - MCCSC pays 3% of employee salary into the Annuity Savings Account portion of the plan
  - 403(b) Retirement Match
    - MCCSC will match a percentage of employee contributions to a 401(a) plan for retirement up to a certain percentage based on employee group:
      - Non-Certified Staff (Non-AFSCME) – 1.75%
      - Non-Certified Staff (AFSCME) – 2.0%
      - Certified Staff (excluding Teachers on Compensation Levels A-E) – 2.5%
      - Teachers on Compensation Levels A-E – Double the employee’s contribution up to 5.0%

**REQUIREMENTS**
- 18 years of age
- High school diploma or equivalency required
- Successful onboarding process including comprehensive background check

**NON-CERTIFIED:** $115/day

**CERTIFIED:** $130/day

**EARLY LEARNING:** $145/day

**RETIRED MCCSC TEACHER:** $145/day

**FLEXIBLE SCHEDULE!**
Guest teach as much or as little as needed. Full day or half day.

**CONTACT**
MCCSC Human Resources Department
(812) 330-7700

mccsc.edu
315 E. North Drive
Bloomington, IN 47401

**INTERESTED? CONTACT**
MCCSC Human Resources Department
(812) 330-7700
Thank you!

This is our final Strategic Plan Presentation for 2023-2024.

On May 21, 2024, we will provide a comprehensive overview of the Strategic Plan and look ahead to the 2024-2025 school year.
Diversity Goal #1: Staff Diversity

**MCCSC Community At Large**
Submission of Input

**Principals**
Identify potential themes related to goals

**MCCSC Board of School Trustees**
Submission of Input

**MCCSC Teachers & Staff**
Email Query & School Meetings

**MCCSC Administrative Cabinet**
Preparatory Presentation – Review Input, Research & Prepare Update

**Public Presentation**
Board Meeting

- Week of 3/25
- Week of 4/1
- Week of 4/8
- Week of 4/15
- Tuesday, 4/23