

# MPS Staff Recruitment

January 21, 2020



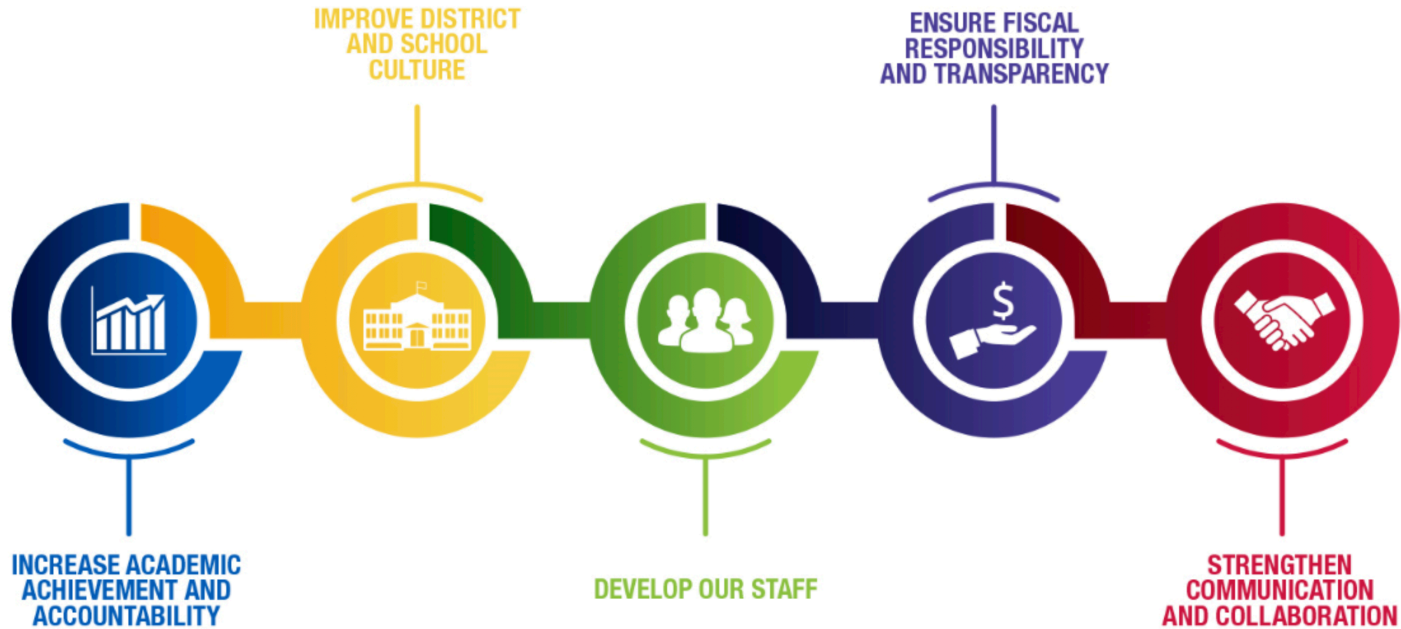
**MILWAUKEE**  
PUBLIC SCHOOLS

***Presenter:***

Evangeline Scoptur, Interim Chief Human Resources Officer

Dr. Keith P. Posley, Superintendent of Schools

# 5 Priorities for Success



# Background: Resolution 1920R-008

---

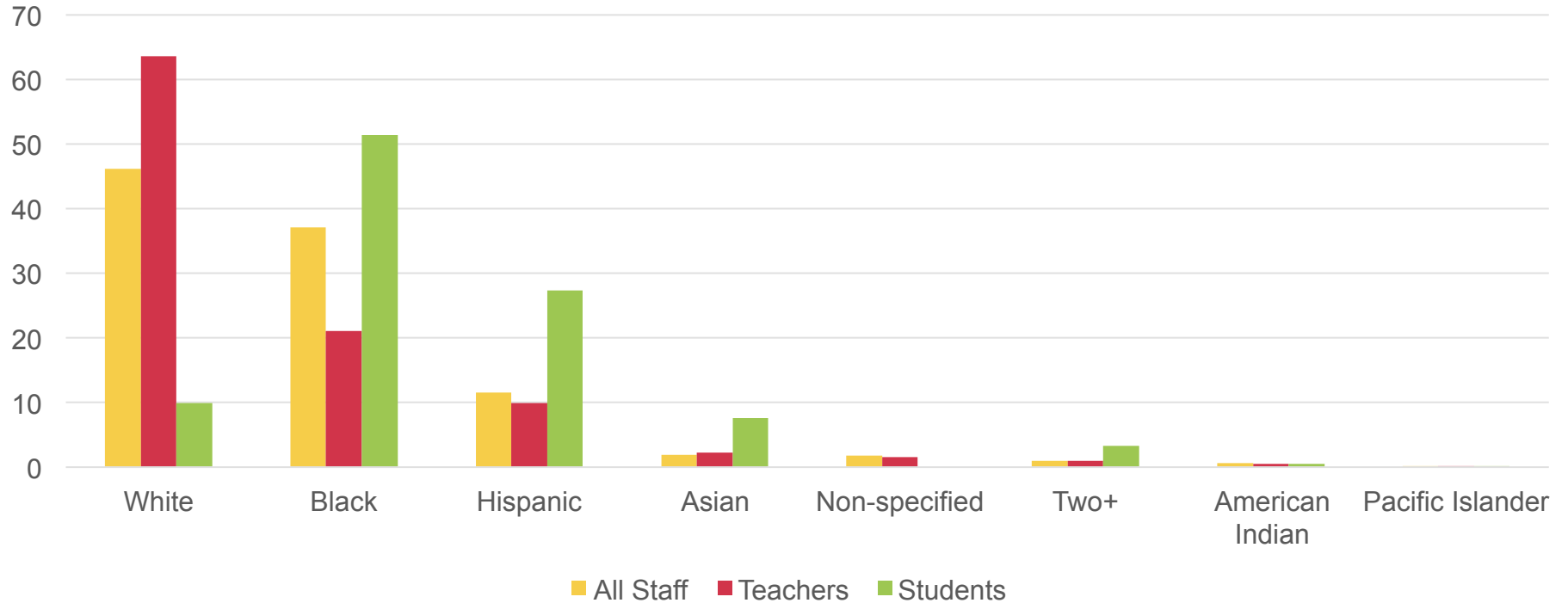
- Resolution 1920R-008
  - Introduced in October 2019 & adopted in December 2019
  - Directed the Administration to report on its recruitment efforts to cultivate a more diverse workforce

# Demographic Information

Demographics	All Staff	Teachers	Students
White	46.12	63.56	9.9
Black	37.14	21.09	51.4
Hispanic	11.5	9.92	27.3
Asian	1.87	2.28	7.6
Non-specified	1.82	1.59	NA
Two or More	0.92	1.03	3.3
American Indian	0.57	0.48	0.5
Pacific Islander	0.06	0.05	0.1



# Demographic Information



# Recruitment and Events

---

- Holding four MPS Job Fairs per school year
- Outside recruitment fairs
  - City of Milwaukee’s Diversity Recruitment Fair
  - CESA recruitment fairs
  - National, regional, local education conventions
  - College and university recruitment fairs
  - Spain, Puerto Rico, Mexico



# Recruitment and Events

---

- Job Fairs with Local Groups
  - Maximus (27<sup>th</sup> and Capitol)
  - Prince Hall (12<sup>th</sup> and North)
  - Social Development Commission (SDC) (16<sup>th</sup> and North)
  - Workforce Development for American Indians of SE WI (Spotted Eagle)
  - SDC Chef Start (N. Teutonia)
  - Goodwill Workforce Connection Center (N. 92<sup>nd</sup> St)
  - Rescare (N. Teutonia)

# Recruitment and Events

---

- HBCU Visits
  - Scheduling meetings with the Deans of Education and meetings with student teachers
  - Scheduling visits to career fairs
  - Surveying current and retired MPS staff who are alumni for assistance



# Alternative Licensure Programs

---

- MPS University
- PMAC – Cardinal Stritch
- MTEC – Mount Mary
- PLUS Program – UWM
- UWM Pre-Intern Program
- Wisconsin Lutheran
- CESA #1
- UW-Whitewater

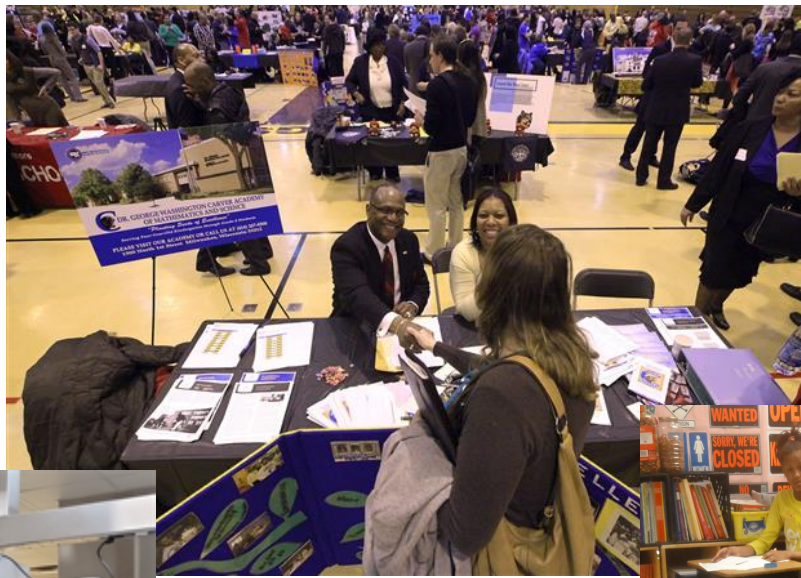




# City Career Fair productions

www.citycareerfair.com

## Milwaukee's 19th Annual Diversity Employment Day Career Fair



*Join  
Your  
Team!*

### JOB FAIRS

*Now hiring! Competitive pay. Great benefits.  
Full- and part-time positions available.*

**Saturday, June 29, 2019 • 9AM – 2PM**  
South Division High School, 1515 W. Lapham Blvd., Milwaukee  
*Make a difference for teacher and paraprofessional candidates at all our locations.*

**Saturday, July 13, 2019 • 9AM – 2PM**  
Wauwatosa High School, 7501 N. Grandville Rd., Milwaukee

**Saturday, August 3, 2019 • 9AM – 2PM**  
Lan Learning Center, 521 W. Milwaukee Ave., Milwaukee

- Teachers
- Support staff
- Bilingual staff
- Paraprofessionals
- Special education
- Office support
- Safety aides
- Food service
- Building operators

**Be our teacher!**




# Thank you!



Dr. Keith P. Posley, *Superintendent*

2020 Milwaukee Public Schools • 11