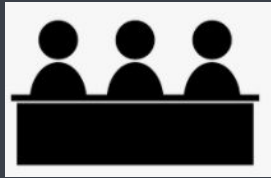


# WELCOME + LOGISTICS

# Event Flow

**PART 1: Opening Session**  
Keynote + Panel  
8am PST / 11am EST



You're here now!

**PART 2: Pathway**  
Workshops + Discussions  
9am PST / 12pm EST



Follow your pathway of choice for  
2 workshops and small group  
discussions.

**Part 3: Closing Discussion**  
+ Reflections  
10:30am PST / 1:30pm EST



Come back together as a  
group for a collaborative  
discussion.

Email **Leslie@edelements** with any questions during the event!

# Pathway Workshops & Discussions

*You can choose a different pathway than what you registered for.*

## **Pathway 1:** Learning New Opportunities

**Workshop 1:** Virtual Job Fair  
Considerations and Planning &  
Leading Virtual Interviews

**Workshop 2:** Planning for the Future  
of Hiring

**Join Here:**  
[edelements.com/hiring1](https://edelements.com/hiring1)

## **Pathway 2:** Addressing Inequities

**Workshop 1:** Preparing your  
Organization for an Equitable Hiring  
Process

**Workshop 2:** Engaging Candidates in  
an Equitable Interview Process

**Join Here:**  
[edelements.com/hiring2](https://edelements.com/hiring2)

## **Pathway 3:** Talent Lifecycle

**Workshop 1:** Introduction to EVP and a  
Checklist of How to Assess / Get  
Started

**Workshop 2:** Using Personas to  
Visualize the Life Experience of Talent  
from Hire to Retire

**Join Here:**  
[edelements.com/hiring3](https://edelements.com/hiring3)

Password if needed is “HR”

# Closing Discussion

*All pathways come together for a large group discussion and reflections.*

Join Us Here:

[www.edelements.com/hiring-closing](http://www.edelements.com/hiring-closing)

Email **Leslie@edelements** with any questions during the event!

# OPENING WORDS

Photo: Miami Herald

# WELCOME TO THE NEW NORMAL

Image: Miami Times  
City of Miami Mayor Francis Suarez announced he tested positive.

Outdoor music festivals including Ultra and Jazz in the Gardens were cancelled.

Gov. DeSantis issued executive order 20-92, that declared a state of emergency.

The state of Florida confirmed six deaths

Miami-Dade County and Broward County schools closed.

216 positive cases in Florida

Florida public colleges and universities moved to all online learning until the end of spring

Spring break morphed into an extended vacation

Miami and Fort Lauderdale beaches shut down

# COVID-19



# SCHOOLS ARE CLOSED

BEGINNING MARCH 16, 2020

Image: Dade Schools



Photo: Miami Herald



Photo: Miami Herald

# Teachers are leaving the classroom...why?

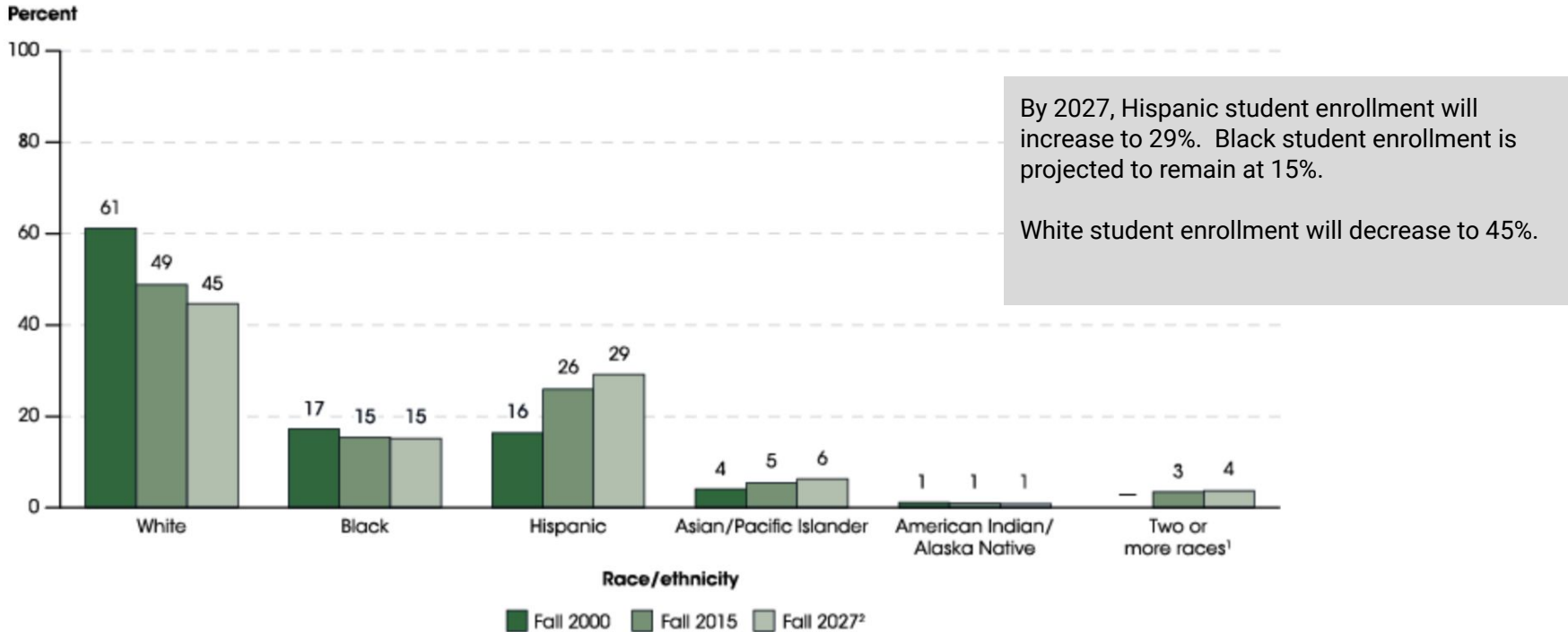
28%

of teachers said the COVID-19 pandemic has made them more likely to retire early or leave the profession (Source: [NEA survey](#)).

“It kills me to leave, but I think it would kill me—literally—to stay”

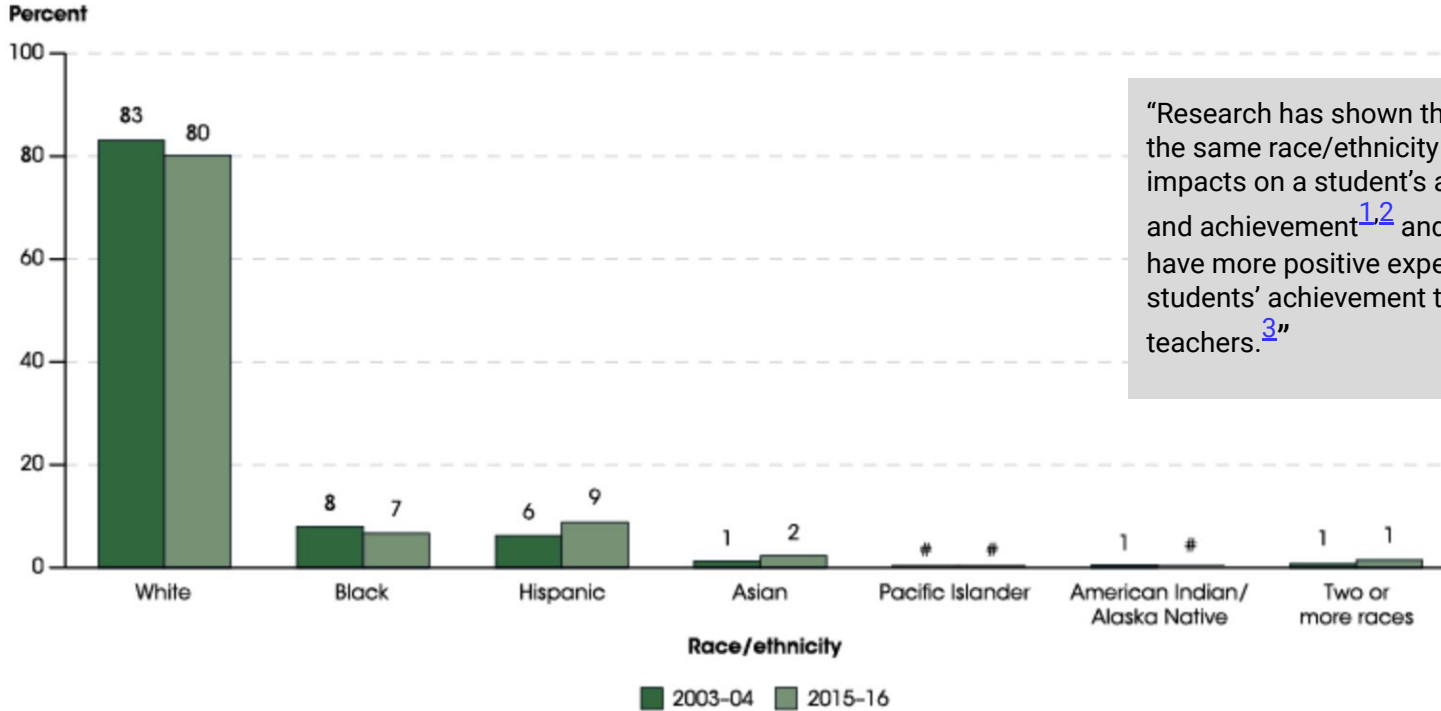
- Ariel Franchak, Reading Specialist

**Figure 6.1. Percentage distribution of public school students enrolled in prekindergarten through 12th grade, by race/ethnicity: Fall 2000, fall 2015, and fall 2027**





**Figure A.1. Percentage distribution of teachers in public elementary and secondary schools, by race/ethnicity: School years 2003–04 and 2015–16**



“Research has shown that having a teacher of the same race/ethnicity can have positive impacts on a student’s attitudes, motivation, and achievement<sup>1,2</sup> and minority teachers may have more positive expectations for minority students’ achievement than non-minority teachers.<sup>3</sup>”

“You can pull a student out of a classroom – and I’ve not encountered the student – but as soon as they step out and see my face, as opposed to the other teacher or instructor, they feel comfortable enough to share some things that they might not have with the teacher of a different ethnicity.”

- A teacher commenting on connecting with students

[Source: Through Our Eyes - Perspectives and Reflections from Black Teachers](#)

# Building awareness of teacher recruitment and hiring data

Are you aware of the number of applicants across racial groups?



Are you aware of what teacher placement looks like, by racial group, across schools?



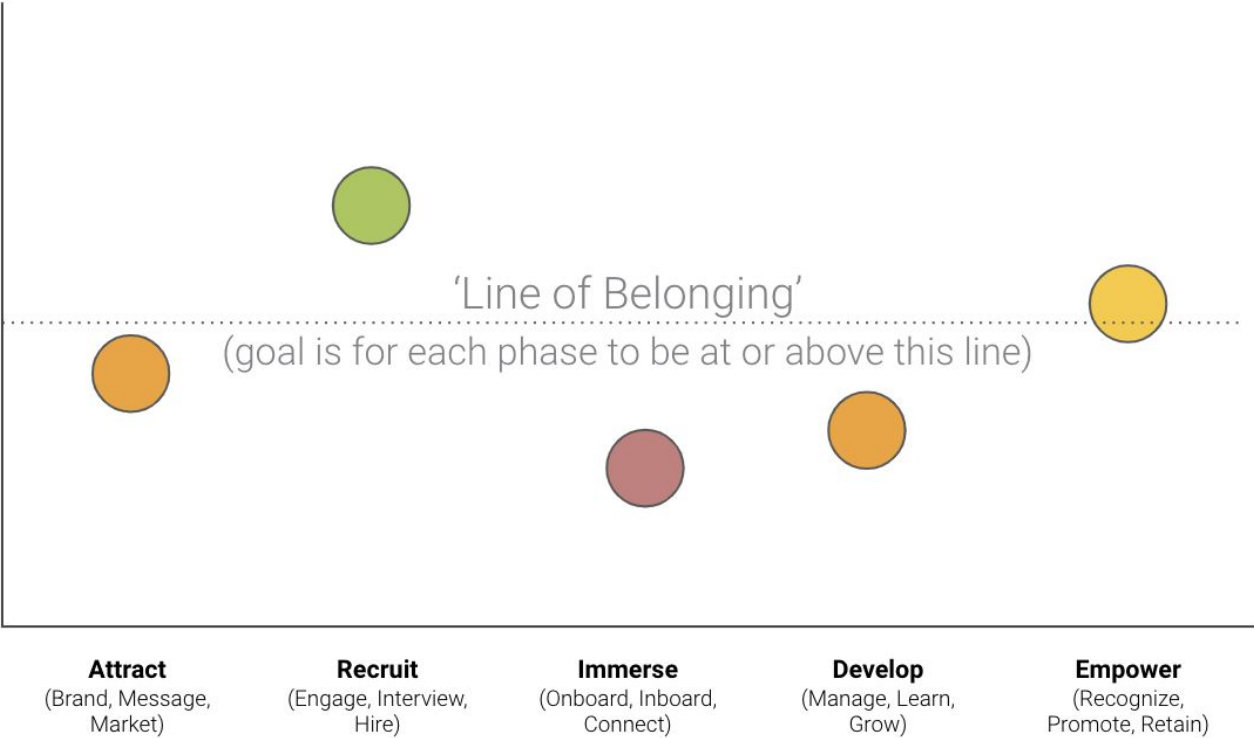
Do you know what the teacher attrition rate looks like across schools?



# Teacher Engagement by Phase (Sample District)

Level of Engagement

Fulfillment  
↑  
Belonging  
↓  
Disengagement

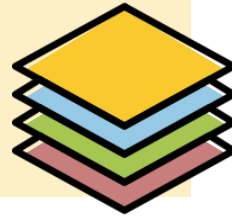
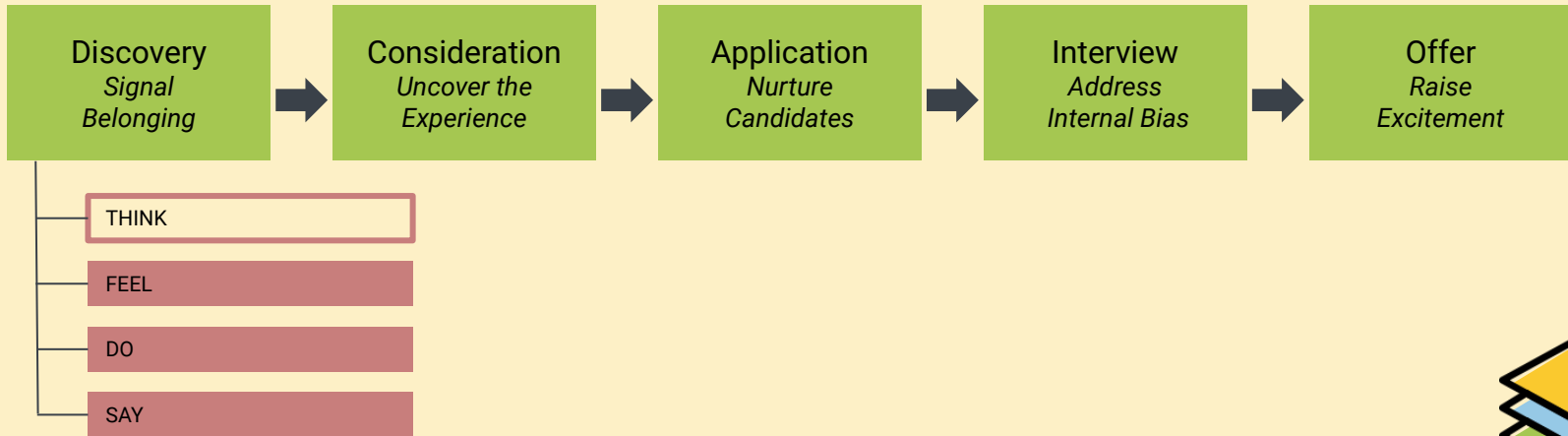


## Phases of Teacher Engagement

# Reimagining the Layers of the Hiring Journey

Reflect on the candidate journey.

What is the current state? How might it evolve?



# PANEL DISCUSSION

# Today's Panelists



**Erica Privott**

*Assistant Director of Engineering, Science  
and Tech Professions  
Loyola Marymount University*



**Lisa Wyatt**

*Senior Program Manager, Next Education  
Workforce Initiative  
Arizona State University*



**Melissa Baker**

*HR Business Partner  
UL*



**Skye Duckett**

*Chief Human Resources Officer  
Atlanta Public Schools*

# CLOSING CONVERSATIONS



# Problems of Practice on Our Mind

Virtual Job Fairs + Virtual Interviews

Planning for the Future of Hiring

Preparing your Organization for an Equitable Process

Engaging Candidates in an Equitable Interview Process

EVP and Where to Start

Visualizing the Life Experience of Talent from Hire to Retire

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# Thank you!



- **We'll miss you! But before you go...**  
Please complete the closing survey:  
[www.edelements.com/hiring-survey](http://www.edelements.com/hiring-survey)
- **There's more to come!**  
Be on the lookout for a follow up email  
with links to resources