



**MILWAUKEE
PUBLIC SCHOOLS**

Successful Recruitment and Retention Efforts Leading to Success of International Educators

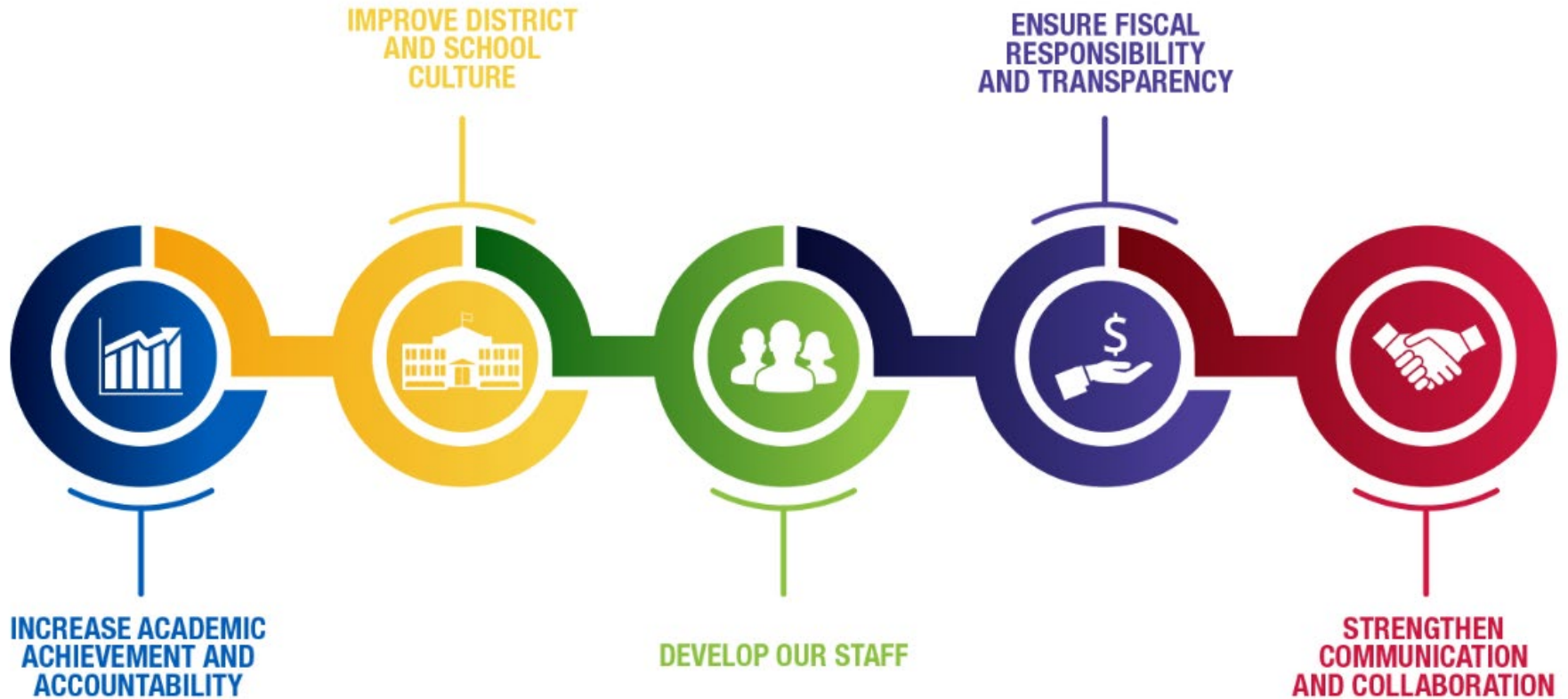
October 26–27, 2023

Presenters

Yovira Moroney, Talent Management Specialist, Office of Human Resources
Gregory Ogunbowale, Instructional Leadership Director, High School Region

Dr. Keith P. Posley
Superintendent

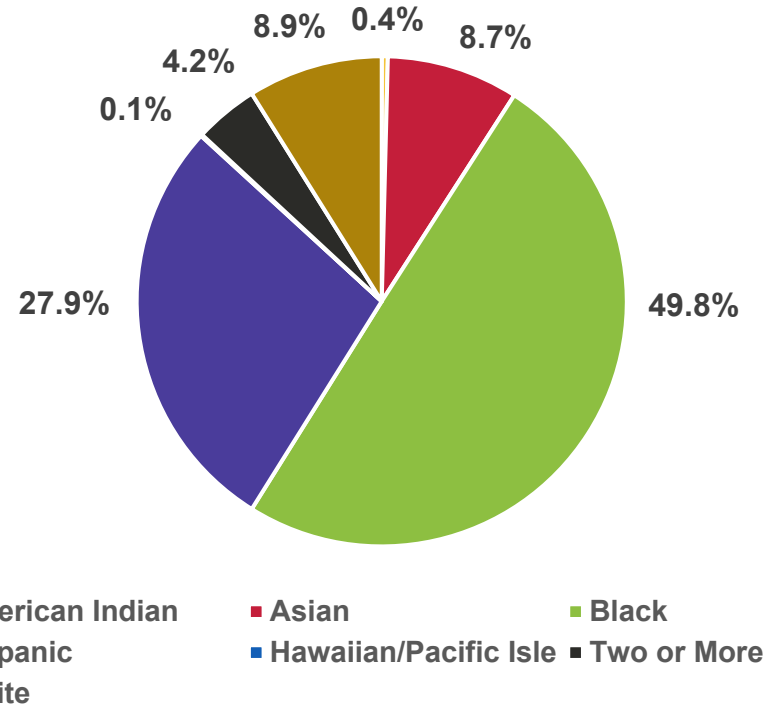
Five Priorities for Success



Milwaukee Public Schools

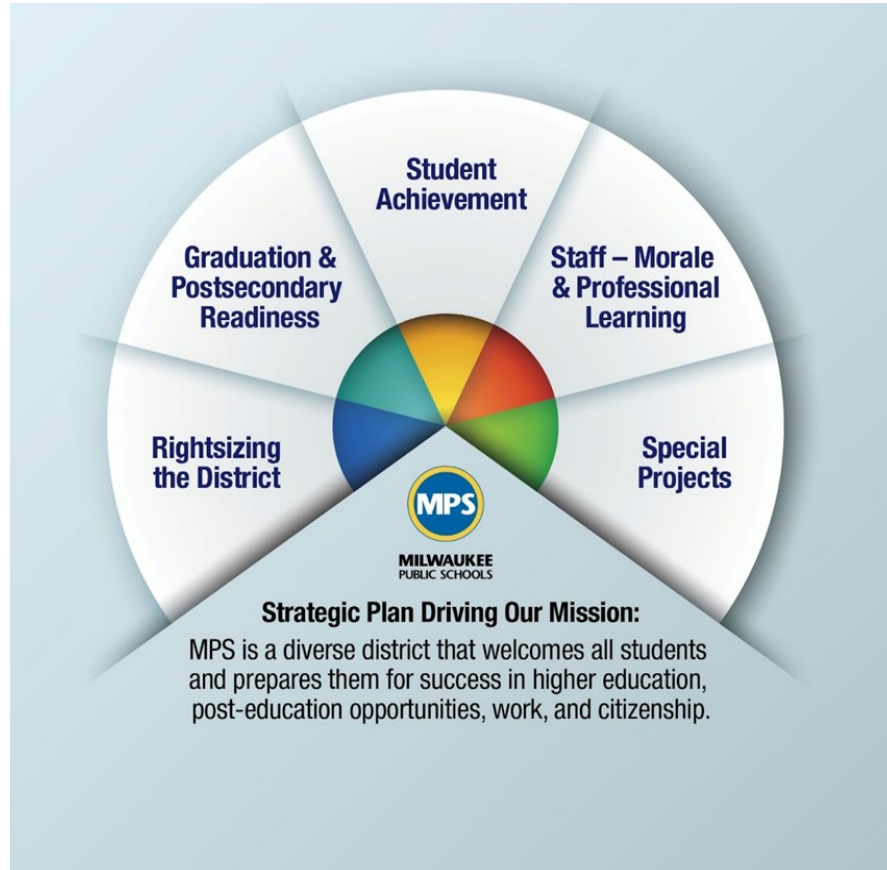
Diversity is our strength!

- 67,872 students
- 156 schools
- 15.0% English language learners
- 19.7% special education
- 76.9% economically disadvantaged*



*Alternate income forms continue to be received and evaluated. Data as of 10-2-23.

MPS Strategic Plan



Milwaukee Public Schools

MPS international recruitment data:

- Recruitment started 2010
- J-1 recruitment (Spain/Mexico/Italy)
- H-1B recruitment
 - 165 currently in schools
 - 45 still in process
 - 17 countries

J-1 visa – exchange visitors

H-1B visa – specialty occupations



Milwaukee Public Schools

Using four-frame model
(reframing organizations, Bolman and Deal)

- Structural
- Human resource
- Political
- Symbolic



Milwaukee Public Schools

Structural:

- Identify district needs
- Process and screen for needs
- Interview process
- Immigration process
- Visa options: J-1 or H-1B
- Contracts and determination of subjects and grade level
- Licensing process

J-1 visa – exchange visitors

H-1B visa – specialty occupations



Milwaukee Public Schools

Human resource:

- Allocation for family relocation
- Accommodating teachers for a period of time
- Introducing candidates to personnel and resources for assistance – housing, transportation, children’s schooling, community organizations, places of worship
- School community and support
- Providing familiar faces and being a source that they can trust and rely on



Milwaukee Public Schools

Political:

- Allocation of resources from finance, HR, and other departments
- Getting the process approved through leadership and other organizational channels
- Negotiations with stakeholders
- Acquiring hotels and temporary stays



Milwaukee Public Schools

Symbolic/cultural:

- New International Teacher Institute (NITI) – professional development and regular debriefing meetings
- New Educator Institute (NEI) – pairing newcomers with mentors
- Social gatherings, picnics, celebrations, regular meetings to discuss progress and needs
- Visits from the superintendent
- Community support such as cultural organizations
- Support within schools





**MILWAUKEE
PUBLIC SCHOOLS**

Presenters

Yovira Moroney

Talent Management Specialist, Office of Human Resources
moroneym@milwaukee.k12.wi.us · (414) 475-8771

Gregory Ogunbowale

Instructional Leadership Director, High School Region
ogunbogy@milwaukee.k12.wi.us · (414) 475-8721

**Thank
You!**