Successful Recruitment and Retention Efforts Leading to Success of International Educators

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Presenters
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Five Priorities for Success

1. Improve District and School Culture
2. Develop Our Staff
3. Ensure Fiscal Responsibility and Transparency
4. Increase Academic Achievement and Accountability
5. Strengthen Communication and Collaboration
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

Strategic Plan Driving Our Mission:

MPS is a diverse district that welcomes all students and prepares them for success in higher education, post-education opportunities, work, and citizenship.
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
Using four-frame model
(reframing organizations, Bolman and Deal)

- Structural
- Human resource
- Political
- Symbolic
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
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
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
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
Thank You!

**Presenters**

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