

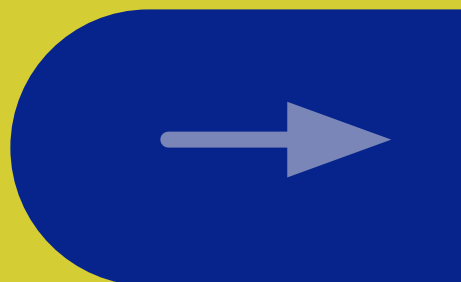


A STATEWIDE EDUCATOR RECRUITMENT
INITIATIVE

We Teach IOWA (WTI)

Presented by Top RANK Talent Solutions

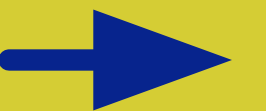
Date: March 30, 2022



Statement of Need

The most important resource students have along their educational career is their teachers. For this reason, it is critical to Iowa's success that we retain great teachers while bringing additional talented educators into the profession. Currently in Iowa there is a critical shortage of teachers. The lack of educators is even more pronounced for teachers of color or who are underrepresented.

According to the Iowa Department of Education Task Force on Growing a Diverse K-12 Teacher base in Iowa, in the 2019-2020 academic year, 24.7% of Iowa students in public P-12 schools were people of color. During the same year, 2.7% of teachers were people of color and 11.3% of teacher preparation candidates were people of color. This presents a great need to recruit and retain teachers overall, with an emphasis on teachers of color



About WTI

The objective of We Teach Iowa is simple, to offer an outsourced solution derived from industry proven strategies and best practices; to ensure Iowa remains a shining star in education by increasing the number of diverse teachers and administrators.

Our Mission

To work ourselves out of the need for our solutions.

Our Vision

To transform workplace cultures with intentionality to fully embrace diversity, equity, inclusion, and belonging.





Why the Consultative Approach to Recruiting

Collaboration works!



A consultant is an outside eye, we provide much needed objectivity.



A consultant can supplement necessary staff at a more affordable price tag (avoid upfront additional FTE).



A consultant can bring new life to an organization as we are idea generators



We help orgs maintain a competitive edge by staying connected to new and innovative ways of recruiting and retention.

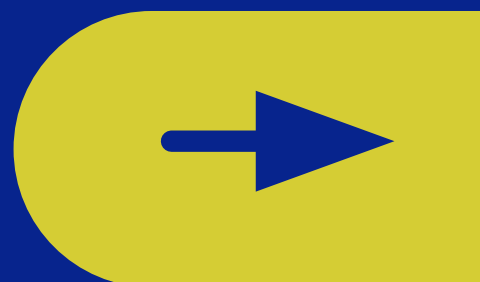


We are a part of an elite group of talent acquisition leaders who specialize in K-12 Diversity, Equity, Inclusion & Belonging Strategies with an emphasis on recruitment & retention. We do this!



We've Got Talent!

Our talent acquisition work is guided by our 5-Star Process:



★ Comprehensive Discovery Meeting

★ Commence with Sourcing Strategy

★ Recruiting, Presentations, Interviews

★ Assessments and Hiring Support

★ Candidate Placement Follow Up

Diversity Leadership Success Stories

- ★ Recruited the first ever Diversity Program Recruiter for the Cedar Rapids Community School District.
- ★ Located Dubuque, Iowa's Organizational Equity Coordinator, reporting to city's Human Rights Director.
- ★ Hired the first Black HR executive at Pear Deck, an Iowa City-based global K-12 Ed Tech company. She is leading the creation of their diversity strategic plan.
- ★ One of two diversity search firms selected for one of the top 10 construction companies in the world



WTI Partnership Levels



Talent Acquisition Basic

We handle recruiting for you! We offer annual solutions to provide at least 5 qualified candidates for five positions with a salary of under \$100,000. Additional solutions available for jobs over \$100,000 or more than 5 jobs annually.

Talent Acquisition Plus

In addition to the recruiting services above, we will conduct discovery sessions and work with your data to provide a customized recruiting and retention strategy.

Talent Acquisition Full

Our most popular option, we provide the aforementioned services as well as partner for the implementation of strategies, development or assessment of "grow your own" programming, and recruiting activity to include a virtual or in-person branded hiring experience to increase networks of influence. .



WTI - Price Structure

Pricing For Services	Amount
Talent Acquisition Basic - up to 5 jobs	\$ 30,000
(<\$100,000) Talent Acquisition Plus	\$ 50,000
Talent Acquisition Full	\$ 100,000

*Amounts are for a 12-month period and based on an estimated number of hours. If an organization requires over the allotted amount of time, there could be additional charges. Our team would always communicate this well in advance.



Cost Plans and Savings

Talent Acquisition for up to 5 jobs (<\$100,000)	\$30,000	
each job >5	\$5K/job	
each job => \$100,000	\$15K/job	
Talent Acquisition & Strategy	\$50,000	\$20K for Strategy
Talent Acquisition, Strategy, & Implementation	\$100,000	\$50K for implementation

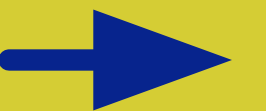
Discount for all wraparound services of 25%

Comparison/Savings (based on \$50K/\$100K jobs)	This plan	Normal Rates (25% fee)	Savings	Total Savings
Talent Acquisition for up to 5 jobs (<\$100,000)	\$6K/job	\$12.5K/job	\$6.5K/job	\$32.5K
each job >5	\$5K/job	\$12.5K/job	\$7.5K/job	#job dependent
each job => \$100,000	\$15K/job	\$25K/job	\$10K/job	#job dependent
Talent Acquisition & Strategy	+ \$20K	\$25K	\$5K	
Talent Acquisition, Strategy, & Implementation	+ \$50K	\$65K	\$15K	

About Us

Top RANK provides impactful DEI&B development and consulting solutions. Our goal is to influence positive change in your workplace culture through a facilitated approach that breaks barriers in today's organizations.

It does not matter how much technology, how many locations, how much inventory, or how many other resources you have to operate your organization—your most important asset is your people! We will work with you to discover root issues and guide the creation of strategies that work best to inspire a more welcoming environment for your colleagues and the people whom you serve. The journey will have a lasting positive impact your organization and community.



Meet the Team



**ANTHONY
ARRINGTON**
Managing Partner

Anthony is a Certified Diversity Executive (CDE)® and trained Culture and Diversity-to-Belong Facilitator. A native of Cedar Rapids, Iowa, he received his BA in Communication Studies from The University of Iowa. He has over 20 years of leadership, training, and consulting experience across multiple industries, including a decade of combined recruiting and DEI consulting experience. Throughout his career he has been an advocate for diversity, equity, inclusion, and belonging, Anthony has worked with organizations to motivate a change in culture through crucial facilitated dialogue and the desire to listen to understand.



**JOY
BRISCOE**
Managing Partner

Joy Briscoe is an Air Force intelligence Veteran and consummate diversity, equity and inclusion professional with more than 15 years of experience in developing culturally inclusive programming. She is currently a managing partner with Top RANK Talent Solutions, a professional search, development, and consulting firm dedicated to enhancing diverse talent and striving for a culture of inclusive leadership. In this capacity, she focuses on equity strategies to attract and retain underrepresented talent and foster business engagement.



**NICK
FORD**
Managing Partner

Nick is from Cedar Rapids, IA. He is a Certified Diversity Executive (CDE)®, trained Culture and Diversity-to-Belonging Facilitator. After graduation from high school, Nick served 21 years in the United States Navy in their Nuclear Power Program. He started his career as an enlisted member and worked his way up the ranks and retired honorably after successfully serving as a Limited Duty Officer. With over 30 years of leadership and training experience, Nick became a Master Training Specialist while in the Navy. He gained valuable experience in root cause analysis and change management, key leadership skills that he parlayed into his passion for aiding organizations in transforming cultures through DEI&B.

We Bring Value

Certified Diversity Executives (CDE®)

★ Credentialed through the Institution of Diversity Certification

Trained Diversity-to-Belonging and Culture Facilitators

★ Completed through the renowned Veritas Culture by one of only 50 Certified Master Facilitators in the world.

Certified Communications and Marketing Executive

★ Joy Briscoe is trained and certified through Upper Iowa University.

Diverse Representation in Your Supply Chain

★ 100% Disability-Owned Business

★ 67% Minority-Owned Small Business

★ 67% Veteran-Owned Small Business

★ Iowa Certified Targeted Small Business

★ An intentionally diverse supply network, which is an added benefit to your DEI&B journey

Community Leaders

★ All Top RANK colleagues lead and volunteer in multiple local, regional, and statewide initiatives, lead non-profit organizations, or influence DEI&B in many other ways in their community.

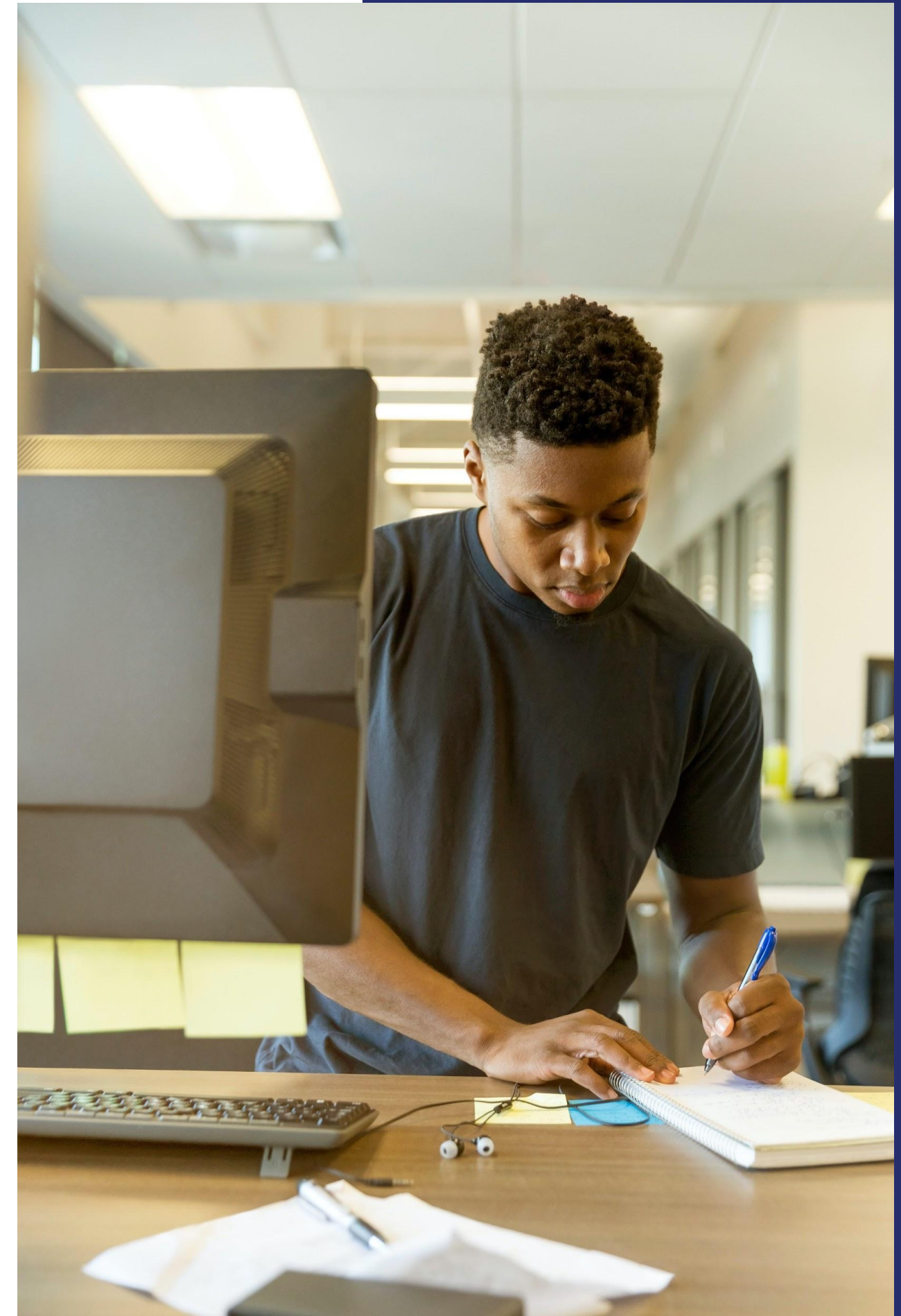
★ Over 30+ years of experience



What They Are Saying About Us

I engaged with Top RANK when the Cedar Rapids Community School district needed to hire a contingency recruiter for our Diversity Program Recruiter position...From the first meeting, I knew we had selected the right company...The candidates were high quality...I was most impressed with the constant contact and follow up from Top RANK...to ensure they were the high quality we were looking for, and offered to help in any way possible. We are fortunate to have made a fantastic hire from this process. I have been completely satisfied with Top RANK's performance...I'm happy to recommend their services."

Linda Noggle
Executive Director, Talent Management
Cedar Rapids Community School District



What They Are Saying About Us

“I had the good fortune to work with Anthony Arrington and Top Rank Talent Solutions on several occasions in 2019...Anthony assisting us in recruiting for the position of Organizational Equity Coordinator for the City of Dubuque. He listened closely to what we were looking for in a candidate, and each of the candidates he referred passed our first round of being selected for an interview. Ultimately, we hired one of his referrals, and this person has proven to be a delight to work with and an asset to our organization. In addition, Anthony provided learning and development to the City of Dubuque Leadership Team and a community-wide network I am a part of called Inclusive Dubuque. His presentation was insightful and thought provoking and the feedback we reserved from participants was overwhelmingly positive...I would highly recommend Anthony and his firm for any recruitment, learning, or development work that you choose to undertake.”

Kelly Larson
Human Rights Director
City of Dubuque



Wraparound Solutions

(25% discount with any talent acquisition plan)

Attracting and retaining great talent is more than recruiting. This means, among other things, reviewing strategic sources (handbooks, policies, procedures, job descriptions, etc.), facilitating dialogue, and performing qualitative and quantitative analysis of the finding from these two exercises to increase emotional intelligence (self-awareness/self-management + social awareness/relationship management) to remove the cookie cutter, slide heavy modalities utilized in traditional training approaches.

Step 1: Strategic Source Review

Performed by Top RANK assessors to get an initial sense of the DEI&B culture. This includes, but is not limited to:

- Review of in-house DEI survey results from late summer 2021
 - Review other historical assessments
 - Handbooks, documented policies
 - Recruiting tools (ads, interview questions, assessments, evaluation process, etc.)
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Step 2: Facilitate Culture Sessions-a.k.a. Focus Groups (30% of staff, max 25 people per session)

Include admin, teachers, hourly staff and key community stakeholders (in different sessions) to gauge the DEI&B culture from the lens of the collective who inhabit it.

Step 3: Analyze data and information from the Strategic Source Review and Culture Sessions and deliver an assessment

Write and deliver a detailed assessment that answers four basic questions:

- 1.What is the overall DEI&B culture health?
- 2.What are the symptomatic findings?
- 3.What are the root issues?
What are the root solutions?



Thank you!

Feel free to approach us if you have any questions.

<https://topranktalentsolutions.com/>

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