



Public Schools of Brookline



FY 2018 HIRING PROFILE

*SCHOOL COMMITTEE PRESENTATION
NOVEMBER 30, 2017*

FY 2018 Educator Hiring

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- 75 New Unit A staff
 - 16/75 or 21.33% are educators of color*
- 128 New Paraprofessionals
 - 38/128 or 29.7% are aides of color*
- 9 New Administrators (Non-aligned and Unit B)
 - 10/16 or 63% of staff of color*
 - ✦ The difference between 9 and 10 is due to internal staff changes*

*Of color:

Ethnicity = Hispanic/Latino/a of any race

Race = American Indian/Alaska Native, Asian, Black/African American, Native Hawaiian/Pacific Islander, 2 or more races

New Unit A Staff Demographics

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- **Gender**
 - Male 11/75 (14.7%)
 - Female 64/75 (85.3%)
- **Age Ranges**
 - 23-29 31/75 (41.3%)
 - 30-39 29/75 (38.6%)
 - 40+ 15/75 (20%)
- **Educators of Color* - 16/75 or 21.33%**

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Overall Unit A Staff Demographics (889)

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- Educators of Color* - 102/889 (11.47%)
- Gender
 - Male 218/889 (24.5%)
 - Female 671/889 (75.5%)
- Age Ranges
 - 23-29 125/889 (14.1%)
 - 30-39 324/889 (36.4%)
 - 40+ 440/889 (49.5%)

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Comparable Districts Educators of Color (2016-2017)*

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	2016-2017	FTE
• Arlington	9.7%	711.1
• Brookline	13.2%	1,256.5
• Cambridge	23.6%	1,285.6
• Lexington	9.4%	1,067
• Needham	6.9%	762.5
• Newton	11.8%	2,205.2
• Wellesley	7.7%	816.2
• Weston	11.5%	373
• Massachusetts	9.5%	130,321.9

Sources: DESE EPIMS data 2016-2017 National Center for Education Statistics

New Educators – Past 5 Years

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- **FY 2018**
 - 16/75 (21.3%) Educators of Color* (Unit A)
 - 59/75 (78.7%) White
- **FY2017**
 - 20/82 (24.4%) Educators of Color* (Unit A)
 - 62/82 (75.6%) White
- **FY2016**
 - 11/96 (11.5%) Educators of Color
 - 85/96 (88.5%) White
- **FY2015**
 - 14/83 (17%) Educators of Color
 - 69/83 (83%) White
- **FY2014**
 - 10/68 (15%) Educators of Color
 - 58/68 (85%) White

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Attrition

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- Attrition rate steady at 5% for teaching staff during last 3 years
- Since 2013 PSB has retained **75.8%** of the educators of color hired
- Prior years:
 - FY 2017: 12/16 (75%) educators of color retained
 - FY2016: 12/12 (100%) educators of color retained
 - FY2015: 9/14 (64.3%) educators of color still work for PSB
 - FY2014: 10/10 (100%) educators of color still work for PSB
 - FY2013: 4/10 (40%) educators of color still work for PSB
- Paraprofessional turn over last year was 14%

Recruiting Efforts:

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- **Timing**
 - Change the recruiting /budget cycle to become leader in job postings
 - Do off season recruiting
- **Branding**
 - Brand Brookline as a district deeply committed to Diversity
 - Establish a competitive advantage
- **Expanded Involvement in the District**
 - All schools get involved in focused diversity recruiting
 - Establish a District Diversity Hiring Committee

Recruiting

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- Establish building hiring incentives
 - Recognition events
- Internal process changes
 - Modify AA/EO statement:
 - Review policy and procedure for barriers to diversity
- Expand advertising options:
 - Establish a presence in publications & websites geared to teachers of color
 - Use additional websites and other promotional opportunities

Retention Efforts

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- Inclusive thorough onboarding experience
- Sign post meetings to determine satisfaction
- Use data (exit interviews, satisfaction surveys...)to identify opportunities/barriers
- Establish affinity groups