



PSB Staffing Profile SY23-24

Office of Educational Equity - December 14, 2023

PSB Staff Demographic Data 2022-2-23

Department of Elementary and Secondary Education - [Race/Ethnicity and Gender Staffing Report 2022-2023](#)
[Race/Ethnicity and Gender Staffing Report 2021-2022](#)

Staffing Data by Race, Ethnicity, Gender by Full-time
Equivalents (2021-22)



	District	State
African American	101.1	6,775.0
Asian	72.8	2,560.3
Hispanic	57.4	7,601.1
White	1,054.4	122,811.6
Native American	0.0	143.5
Native Hawaiian, Pacific Islander	2.0	96.2
Multi-Race, Non-Hispanic	11.8	813.1
Males	278.2	28,888.7
Females	1,020.2	111,867.1
FTE Count	1,299.4	140,800.7

Staffing Data by Race, Ethnicity, Gender by Full-time
Equivalents (2022-23)



	District	State
African American	111.4	7,395.4
Asian	74.5	2,838.5
Hispanic	51.4	8,710.3
White	1,094.7	124,609.2
Native American	1.0	162.7
Native Hawaiian, Pacific Islander	2.0	98.1
Multi-Race, Non-Hispanic	10.8	904.8
Males	281.9	29,731.8
Females	1,063.9	114,924.5
FTE Count	1,345.8	144,719.0

PSB Student Demographic Data 2022-2023

Department of Elementary and Secondary Education - [Enrollment by Race/Ethnicity Report 2022-2023](#)
[Enrollment by Race/Ethnicity Report 2021-2022](#)

Enrollment by Race/Ethnicity (2021-22)

Race	% of District	% of State
African American	6.4	9.3
Asian	19.5	7.2
Hispanic	11.4	23.1
Native American	0.0	0.2
White	51.2	55.7
Native Hawaiian, Pacific Islander	0.0	0.1
Multi-Race, Non-Hispanic	11.4	4.3

Enrollment by Race/Ethnicity (2022-23)

Race	% of District	% of State
African American	6.4	9.4
Asian	20.7	7.3
Hispanic	11.3	24.2
Native American	0.0	0.2
White	49.9	54.4
Native Hawaiian, Pacific Islander	0.0	0.1
Multi-Race, Non-Hispanic	11.6	4.4

PSB Staff Demographic Data – 2023

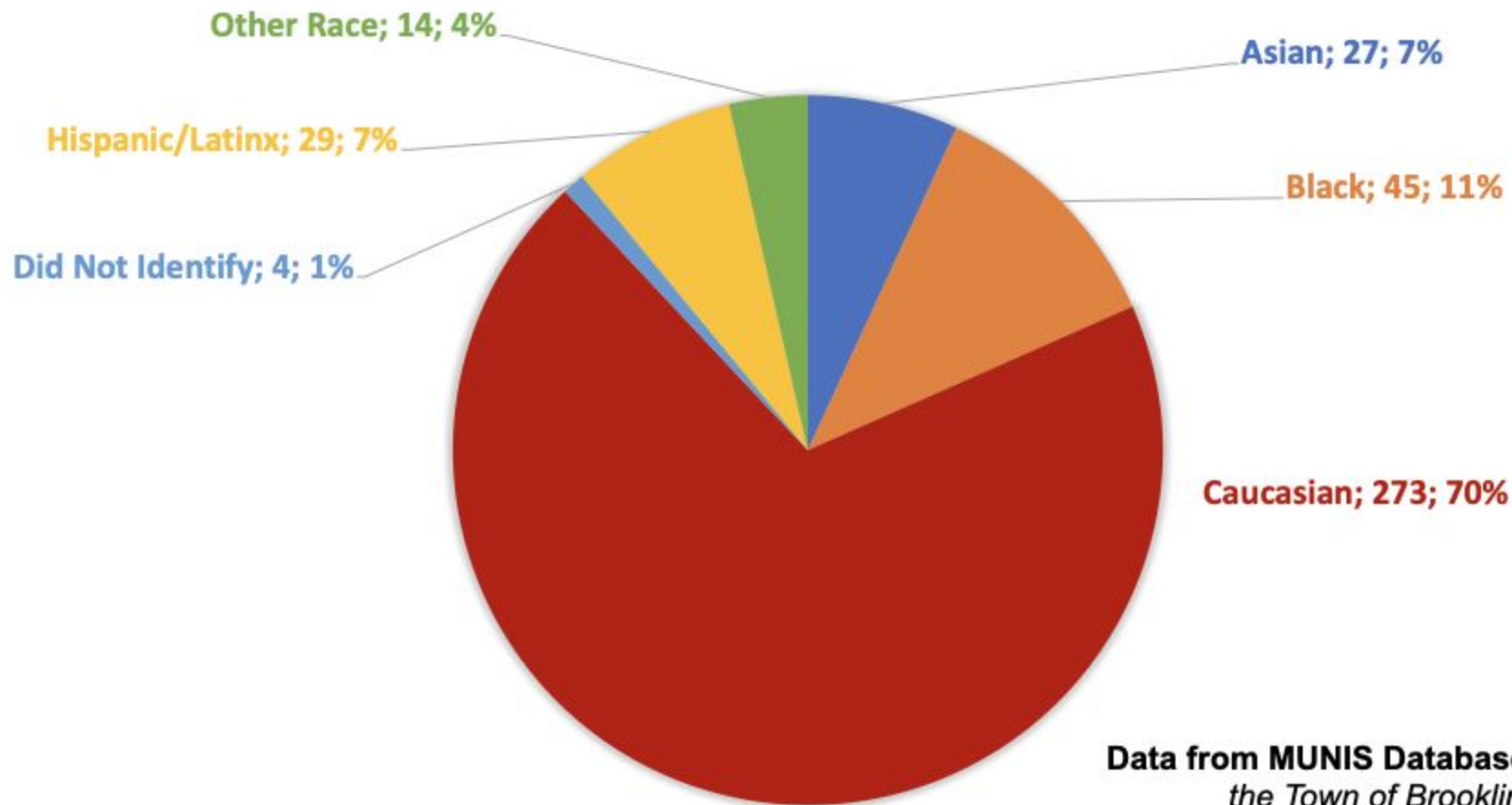
The 2023 PSB Staff Demographic Data in the following slides was gathered with the support of the Office of Administration and Finance (OAF) and our Strategy & Performance team from the Munis system, the accounting and payroll database utilized by the Town of Brookline. The Human Resource application tracking system (TalentEd) is where PSB employees self-report their demographic data during their application process. Reporting this information is optional. This information is then entered manually by multiple staff members into Munis and ASPEN. Therefore, it is essential to acknowledge that this demographic data is subject to human error.

PSB New Hire Staff Demographic Data – 2023

Data from MUNIS Database - *used by the Town of Brookline*

Race/Ethnicity	Total	Percentage
American Indian	0	0%
Asian	27	7%
Black	45	11%
Caucasian	273	70%
Did Not Identify	2	1%
Hispanic	29	7%
Other Race	14	4%
Grand Total	390	100%

PSB New Hire Staff Demographic Data – 2023

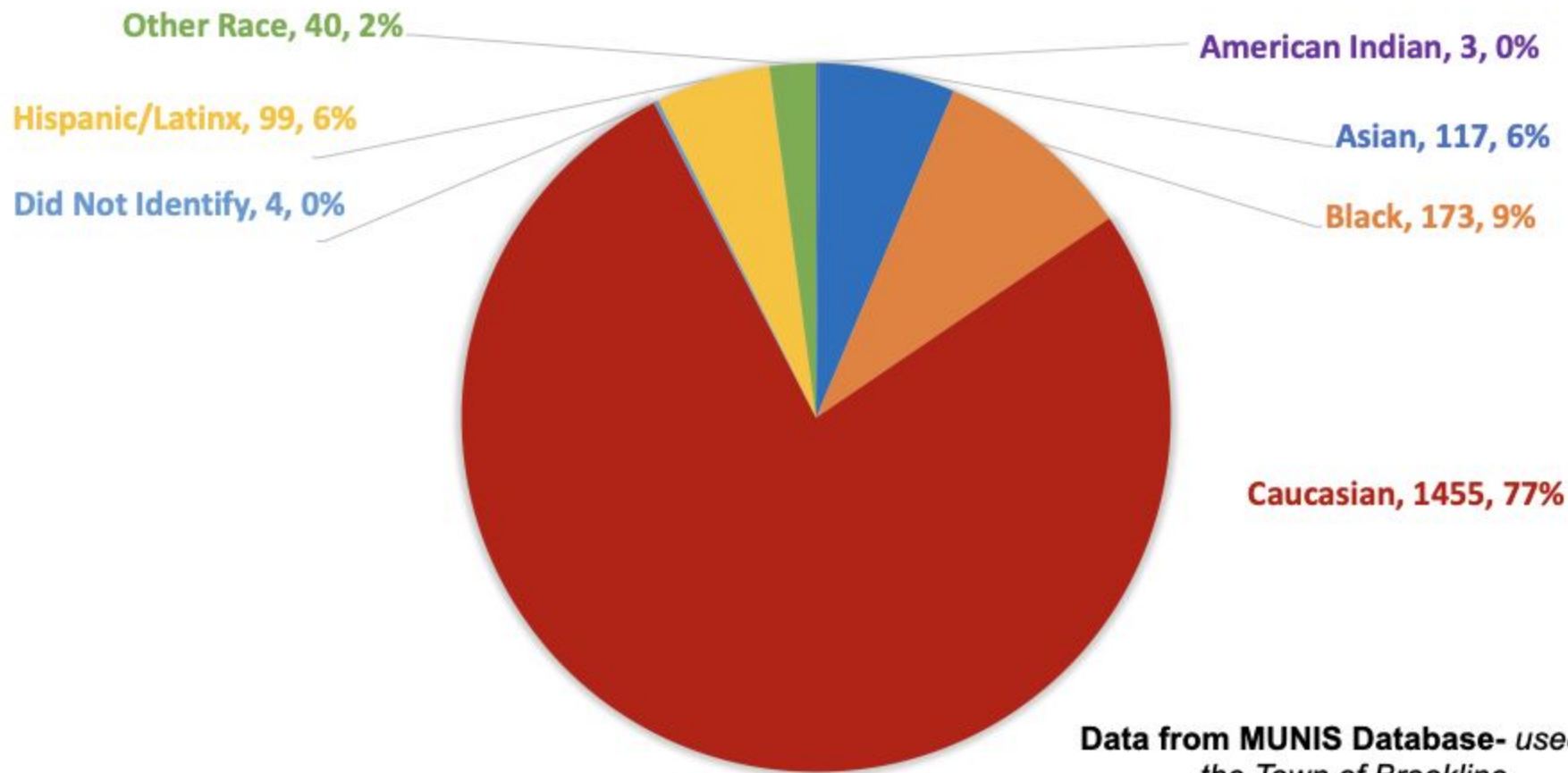


PSB All Staff Demographic Data – 2023

Data from MUNIS Database - *used by the Town of Brookline*

Race/Ethnicity	Total	Percentage of the District
American Indian	3	0%
Asian	117	6%
Black	173	9%
Caucasian	1455	77%
Did Not Identify	4	0%
Hispanic	99	6%
Other Race	40	2%
Grand Total	1891	100%

PSB All Staff Demographic Data 2023



Data from MUNIS Database- used by
the Town of Brookline

PSB Student Demographic Data – 2023

Data from ASPEN - as of December 11, 2023

Race/Ethnicity	Total	Percentage of District
American Indian	4	0%
Asian	1,546	22%
Black	444	6.3%
Did Not Identify	1	0%
Caucasian	3,414	48.1%
Hispanic	871	12.3%
Other Race	809	11.4%
Grand Total	7,091	100%

**52% Students of
Color/Mixed Race**

WINDOWS & MIRRORS

Windows offer new views,
while mirrors offer
reflections



Hiring and Retention

The Office of Educational Equity and Human Resources believes that ***Windows and Mirrors*** are essential as we consider Hiring and Retention efforts for the Public Schools of Brookline. As we develop a roadmap, we look to the Spring of 2024 to define a complete plan for 2024-2025.

PSB - District Commitments

Diversity Recruiting Efforts

- Partnerships
 - Massachusetts Partnership for Diversity in Education (Job Fair and Tool Kit)
 - Teachers Lounge - 2024
 - Brookline Educators for Educator Diversity (BEED)
- OEE
 - Implicit Bias Tool (to be used by interview committees)

Diversity Retention Efforts

- Partnerships
 - Massachusetts Partnership for Diversity in Education
 - Building Bridges Conf.
 - Teachers' Lounge (Classroom Leaders of Color Fellowship - CLOC)
 - Brookline Educators for Educator Diversity (BEED)
- OEE
 - Affinity Space Opportunities
 - OEE Educator and Staff Feedback Forms
 - Professional Development
 - BIPOC Mentor Program 2024

Public Schools of Brookline



Office of Educational
Equity Bias in Hiring Tool

[EBH TOOL](#)

Diversity Retention Efforts

- New online forms for employees to share experiences, suggestions, etc
 - Bullying and discrimination incident reports
 - Options to report anonymously, and with reporter choice in who will receive the report
 - Combatting fear of retaliation
 - OEE Educator and Staff Feedback Form
 - Establishment of direct line of communication from educators and staff to Central Office
 - Measures:
 - Adult belongingness
 - Adult perception of student belongingness
 - Provides space for educators to rate their own knowledge of instructional best practices (in a non-evaluative context) and to share the supports needed to further their knowledge

Diversity Retention Efforts (continued)

In partnership with the Senior Director of Clinical Services and Social-Emotional Learning Dr. Matt DuBois (*Office of Student Services*):

- **An All-New** Staff Climate Survey with a focus on adult belongingness and cultural awareness and action
 - Approximately 70 item comprehensive survey, measuring climate at the individual school as well as district level
 - Rolled out this school year (2023-2024); moving forward, it will be given multiple times throughout the year
 - Provide benchmark data, as well as assess progress
 - Provide district-wide, as well as school-specific data
 - This will be the first time Staff Climate Surveys have been distributed to staff by the district since 2018

the
TEACHERS'

lounge

theteacherslounge.ma.org

Our Work

VISION

Drive unprecedented student outcomes by greatly diversifying the people, thoughts, and actions of the educational workforce in the Greater Boston Area, and beyond.

MISSION

Recruit



Bringing candidates of color into the profession and into new roles across the state

Revitalize



Helping current educators of color recharge their passion, energy, and purpose in community

Retain



Provide current educators of color with the supports and access to resources and opportunities to make the work sustainable

Classroom Leaders of Color (CLOC) Fellowship

Program Review

- Early Career EOC
- 2 Year Cohort Model
- Tools, Resources, Support
- Increase Input Impact, and Income



Questions?

