



# Public Schools of Brookline



## ***RECRUITING & HIRING PROFILE***

### ***SCHOOL COMMITTEE PRESENTATION***

***NOVEMBER 8, 2018***

# The Presentation in 3 parts



**Part 1 - What we Did**

**Part 2 - Our Results**

**Part 3 - What more we can do**

# *What We Did*

## *Advertising*

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- Websites & Job Fairs
  - Greater Boston School Human Resources Network (GBSHN)
  - Mass Association of School Personnel Administrators (MASPA)
  - Mass Partnership for Diversity in Education (MPDE)
  - Indeed
  - ZipRecruiter
  - School Spring
  - Lesley University Job Fair
  - Bridgewater State University Job Fair
  - Various Community College and Universities in the area

# *Recruiting*

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- New Hiring & Onboarding Activities
  - Change in Onboarding procedures
  - Increased retention
  - Reduced usage of District resources
- Paraprofessional Hiring Changes
  - Posted one District position to decrease competition among buildings
  - Principal lead interview teams worked this summer
- Unit A & B Interview Committees
  - The District mandated interview committees which included parental involvement for Unit A and B positions;
    - Increased focused on diversity hiring
    - Diversity of perspective and voice on interview committees



# OUR RESULTS

## *Educator Hiring*

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- 98 New Unit A staff
  - 18/98 or 18.38% are staff of color\*
- 99 New Paraprofessionals
  - 39/99 or 39.39% are staff of color\*
- 18 New Administrators (Non-aligned and Unit B)
  - 7/18 or 38.89% are staff of color\*

\*Of color: Ethnicity = Hispanic/Latino  
Race = American Indian/Alaska Native, Asian, Black/African American, Native Hawaiian/Pacific Islander, 2 or more races

# Staff Demographics

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## New Hires

- Gender
  - Male: 48/215 or 17.35%
  - Female: 167/215 or 82.65%

## Overall District Numbers (Full-time)

- Staff of Color\* - 118/910 or 12.97%
- Gender
  - Male: 167/910 or 18.35%
  - Female: 741/910 or 81.43%

\*Of color: Ethnicity = Hispanic/Latino  
Race = American Indian/Alaska Native, Asian, Black/African American, Native Hawaiian/Pacific Islander, 2 or more races

# *New Teachers and Paraprofessionals*

## *Past 5 Years*

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- 2018-2019
  - 57/197 (28.9%) Educators of Color
  - 140/197 (71.1%) White
- 2017-2018
  - 54/203 (26.6%) Educators of Color
  - 149/203 (73.4%) White
- 2016-2017
  - 46/205 (22.4%) Educators of Color
  - 159/205 (77.6%) White
- 2015-2016
  - 14/83 (17%) Educators of Color
  - 69/83 (83%) White
- 2014-2015
  - 10/68 (15%) Educators of Color
  - 58/68 (85%) White



# Comparable Districts

## Educators of Color (2017-2018)\*

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	2017 - 2018	FTE	2016 - 2017
Arlington	6.6%	736.2	9.9%
<b>Brookline</b>	<b>15.0%</b>	<b>1242</b>	<b>13.8%</b>
Lexington	9.8%	1092.8	9.4%
Needham	6.6%	771.9	7.0%
Newton	12.4%	2172.2	11.9%
Wellesley	7.7%	853.3	7.7%
Weston	11.5%	349.4	11.9%
Boston	47.9%	7496.3	47.6%
Cambridge	25.1%	1320.5	23.9%
Massachusetts	10.1%	132,765	9.7%

Sources: DESE EPIMS data 2017-2018, National Center for Education Statistics



# WHAT MORE WE CAN DO

## *Recruiting 2019-2020 Challenges and Opportunities*

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Change the timing of our postings and hiring season

- Particularly important for harder to fill positions and paraprofessional positions
- Increase the amount of time to recruit and hire

Transportation

- Harder to staff buildings
- longer commutes

Attend more college and university recruiting fairs

- Out of region and out of state fairs
- host a paraprofessional job fair

Be more competitive in the market

- Align our pay practices with district philosophy

# Your turn

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Questions?  
Comments