

PUBLIC SCHOOLS of
BROOKLINE



PSB Staffing Profile SY2122

November 22, 2021

Agenda



- Staffing Objectives for SY21-22
 - Hiring data for SY21-22
 - Building foundation (systems and processes)
 - Record keeping and forms distribution
- Diversity Retention and Recruitment Efforts
 - Belonging culture
 - All of us involved
 - Strategic PD
- District Responsibility & Commitment
- Questions

Staffing SY21-22

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As of 11/2021:

- We have welcomed **139** new staff members to PSB
- We have processed **97** internal transfers and/or position changes
- Working collaboratively with PSB hiring managers to hire for “hard to fill” positions

PHASE 1: Building HR Foundation

- **Systems and Processes**
 - Observation phase
 - **Housekeeping**
 - Clean up templates
 - Job offers
 - Applications
 - PSB job descriptions
-



PSB Employee Lifecycle Management

Preparedness for SY22-23 and future hiring seasons



Paperless, Online HR

Embrace streamlined, digital HR workflows and forms that make your staff's lives easier.



Stay Audit-Ready

Reports and dashboards show missing, due, and expiring documentation plus your digital library makes it easy to find previous files.



Easy Employee Life Cycle Management

Process employee documentation online with task management and email reminders to ensure timely completion.



Enjoy Continuity of HR Operations

Gain visibility into next steps for digital form completion and approval with configurable workflows and checklists.



Validate Forms Digitally

Easily certify employment contracts and new hire documentation with e-signatures.

Staffing Data by Race, Ethnicity, Gender by (Full time FTE, 2020-21)

	District	State
African American	102.1	6,273.5
Asian	73.3	2,291.3
Hispanic	60.0	6,734.3
White	1,097.1	120,120.9
Native American	0.0	133.6
Native Hawaiian, Pacific Islander	2.0	79.4
Multi-Race, Non-Hispanic	13.8	716.7
Males	285.8	27,782.9
Females	1,061.4	108,536.1
FTE Count	1,348.2	136,349.7

*This data can be found on DESE Public Website and will be updated for SY21-22 in January.

Student Enrollment Data

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

*This data can be found on DESE Public Website and will be updated for SY21-22 in January.

Diversity Retention/ Recruitment Efforts

- **Retention ~ Belonging culture**
 - BIPOC Affinities
 - BEED Transition Team
 - William James College
- **Recruitment ~ All Involved**
 - BEED Subcommittees
 - MPDE
 - CARE
- **Education ~ Strategic PD**
 - Cultural Add vs. Cultural Fit
 - Implicit Bias in Hiring
 - “Habits of Mind” Practice

District Responsibility & Commitment

Strategies - What If we were “ALL IN”?

- How do we talk to and about our diverse candidates?
- How do we transition

When thinking about hiring...

- What processes and policies currently work well? Which must we improve?
- What elements of our culture would need to change to make us more effective?

An equity lens considers...

- Whose experiences, contextual affordances, and cultural identities am I privileging/marginalizing?
- Where are the “gaps” in our process?

QUESTIONS?

