

PUBLIC SCHOOLS of  
**BROOKLINE**



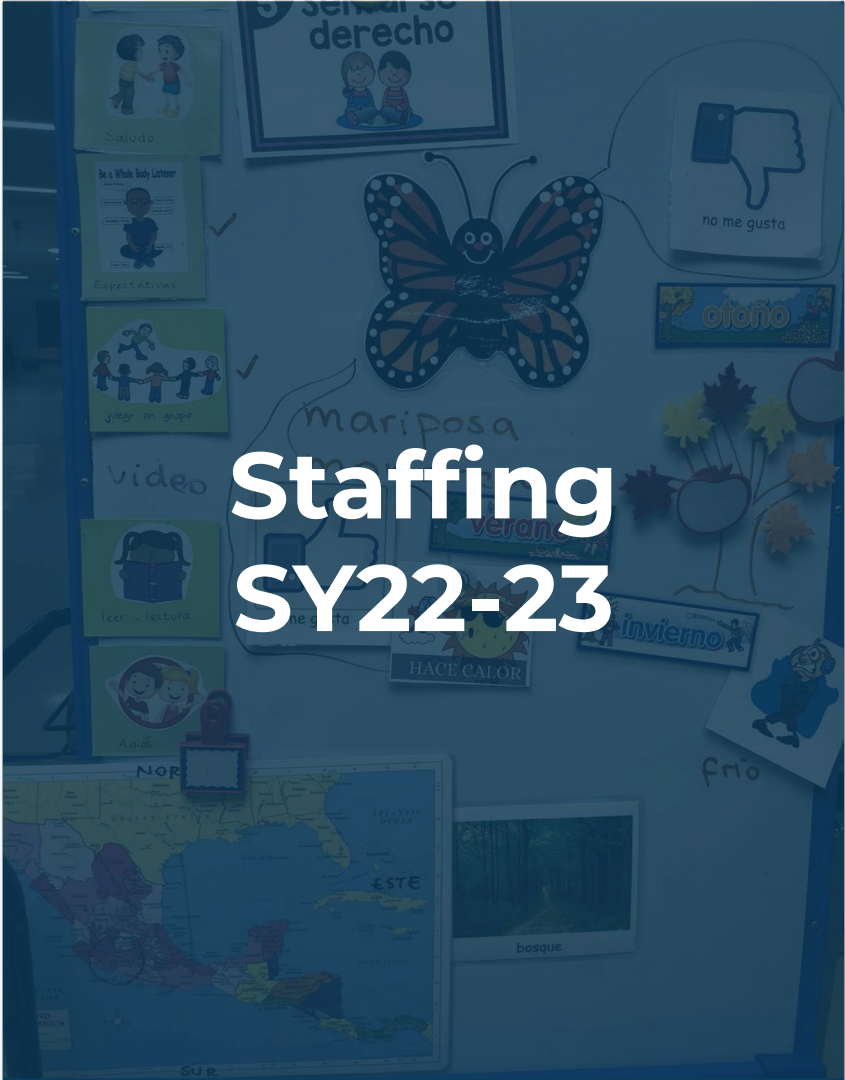
# PSB Staffing Profile SY22-23

February 9, 2023

# Agenda



- **Staffing Objectives for SY22-23**
  - Hiring data for SY22-23
  - Focus on building a strong PSB HR foundation (systems and processes)
  - Breakdown of reported data (Staff and Student)
  - First year Implementation of an electronic onboarding process
- *Diversity Retention and Recruitment Efforts (Presented 12/15/22)*
  - *Belonging culture*
  - *All of us involved*
  - *Strategic PD*
- *District Responsibility & Commitment (Presented 12/15/22)*
- **Questions**

A bulletin board with various educational cards and a butterfly cutout. The cards include "Saludo", "Be a Whole Body Listener", "Expect others", "juego en grupo", "video", "leer...lectura", "Adios", "NOR", "ESTE", "bosque", "HACE CALOR", "frio", "verano", "otoño", "invierno", "no me gusta", "derecho", "mariposa", and "SU R".

# Staffing SY22-23

## As of 12/2022:

- We processed 232 BEU hiring transactions (both full-time and part-time New hires and transfers)
  - 116 Unit A-Teachers
  - 8 Unit B Administrators
  - 108 Paraprofessionals
- 8 Non-aligned Staff
- 43 AFSCME Staff
  - 7 Building Services
  - 27 Food Services
  - 9 BESA

# PSB Employee Experience Management



## Paperless, Online HR

- Implemented Powerschool's "Records" module
- In- Person Welcome Session Onboarding meetings with all New- Hires



## Stay Audit-Ready

- Establishing Team meetings with Town Payroll, Town HR, School Payroll & School HR



## Employee Experience

- Process employee documentation online with task management online checklist
- Communicate updates and reminders in real time via Records module



## Enjoy Continuity of HR Operations

- Working through ways to make our processes more efficient (e.g. workflows, cross training, understanding how MUNIS impacts our department's work)



## Digital Forms

- Clean up templates (Transaction Form)
- LOA & Accommodation Requests
- FTE change requests
- Letter of Suitability request

# Staffing Data by Race, Ethnicity, Gender SY19-20 / SY20-21 / SY21-22 / SY22-23

EPIMS-Active Reported Staff by Race/Ethnicity	2019-20		2020-21		2021-22		2022-23 As of Oct.3 2022	
Race	Number	% of District	Number	% of District	Number	% of District	Number	% of District
African American	108	7.8%	102.1	7.6%	101.1	7.8%	116	8.3%
Asian	79.2	5.7%	73.3	5.4%	72.8	5.6%	79	5.6%
Hispanic	59.5	4.3%	60.0	4.5%	57.4	4.4%	55	3.9%
Native American	0	0.0%	0.0	0.0%	0.0	0.0%	1	0.1%
White	1118.9	81.2%	1097.1	81.4%	1054.4	81.1%	1142	81.2%
Native Hawaiian, Pacific islander	2	0.1%	2.0	0.1%	2.0	0.2%	2	0.1%
Multi-Race, Non-Hispanic	10.8	0.8%	13.8	1.0%	11.8	0.9%	11	0.8%
<b>Totals</b>	<b>1378.4</b>	<b>100.0%</b>	<b>1348.3</b>	<b>100.0%</b>	<b>1299.5</b>	<b>100.0%</b>	<b>1406</b>	<b>100.00%</b>
EPIMS-Active Reported Staff by Gender	2019-20		2020-21		2021-22		2022-23 As of Oct.3 2022	
Gender	Number	% of District	Number	% of District	Number	% of District	Number	% of District
Female	1090.6	79.2%	1061.4	78.8%	1020.2	78.6%	1116	79.4
Male	286	20.8%	285.8	21.2%	278.2	21.4%	288	20.5
Non-Binary	N/A		N/A		N/A		2	0.1
<b>Totals</b>	<b>1376.6</b>	<b>100.0%</b>	<b>1347.2</b>	<b>100.0%</b>	<b>1298.4</b>	<b>100.0%</b>	<b>1406</b>	<b>100.0</b>

# Active Reported BEU Staff by UNIT As of Jan. 3 2023

## SY22-23

Active Reported BEU Staff by UNIT As of Jan. 3 2023	Unit A			Unit B			Paraprofessionals	
Race	Number	% of District SY22-23 Total (1406)	Number w/ PTS	Number	% of District SY22-23 Total (1406)	Number w/ PTS	Number	% of District SY22-23 Total (1406)
African American	30	2.1%	20	4	0.3%	2	71	5.0%
Asian	43	3.1%	29	1	0.1%	1	25	1.8%
Hispanic	29	2.1%	19	2	0.1%	2	14	1.0%
Native American	2	0.1%	1	0	0.0%	0	2	0.1%
White	761	54.1%	432	36	2.6%	17	225	16.0%
OTHER- Native Hawaiian, Pacific Islander, Multi-Race, Non-Hispanic	10	0.7%	6	0	0.0%	0	8	0.6%
<b>OVERALL BEU TOTAL = 1263</b>	<b>875</b>	<b>62.2%</b>	<b>507</b>	<b>43</b>	<b>3.1%</b>	<b>22</b>	<b>345</b>	<b>24.5%</b>

# Active Reported BEU Staff by Building Type As of Jan. 3 2023 (2022-23)

Active Reported BEU Staff by Building Type As of Jan. 3 2023	BEEP		K-8		BHS	
	Number	% of BEU Total (1263)	Number	% of BEU Total (1263)	Number	% of BEU Total (1263)
Race						
African American	5	0.4%	75	5.9%	25	2.0%
Asian	5	0.4%	48	3.8%	16	1.3%
Hispanic	6	0.5%	25	2.0%	14	1.1%
Native American	1	0.1%	2	0.2%	1	0.1%
White	78	6.2%	705	55.8%	239	18.9%
OTHER- Native Hawaiian, Pacific Islander, Multi-Race, Non-Hispanic	0	0.0%	11	0.9%	7	0.6%
<b>Totals</b>	<b>95</b>	<b>7.52%</b>	<b>866</b>	<b>68.6%</b>	<b>302</b>	<b>23.9%</b>

# Student Enrollment Data

## SY19-20 / SY20-21 / SY21-22 / SY22-23

SIMS- Student Enrollment by Race/Ethnicity	2019-20		2020-21		2021-22		2022-23 As of Oct. 3 2022	
	% of District	% of State	% of District	% of State	% of District	% of State	% of District	% of State
African American	6.0	9.2	6.2	9.3	6.4	9.3	6.4	9.4
Asian	20.8	7.1	20.0	7.2	19.5	7.2	20.7	7.3
Hispanic	10.2	21.6	10.8	22.3	11.4	23.1	11.3	24.2
Native American	0.0	0.2	0.0	0.2	0.0	0.2	0.0	0.2
White	53.0	57.9	52.2	56.7	51.2	55.7	49.9	54.4
Native Hawaiian, Pacific Islander	0.1	0.1	0.1	0.1	0.0	0.1	0.0	0.1
Multi-Race, Non-Hispanic	10.0	3.9	10.8	4.1	11.4	4.3	11.6	4.4

\*SY19-20, 20-21 & 21-22 data can be found on the DESE Public Website



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**QUESTIONS?**

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