



OFFICE OF HUMAN CAPITAL 2017 HIRING UPDATE

October 4, 2017

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Boston Public School Strategic Priority #2:

Attract, develop, and retain a **highly effective instructional team** that is responsive to the **diverse racial, cultural, and linguistic needs of youth**

Update Overview

Preliminary Data on 2017 Hiring Season

Update on Diversity Hiring Strategies

Spotlight: Jackson/Mann K-8 School

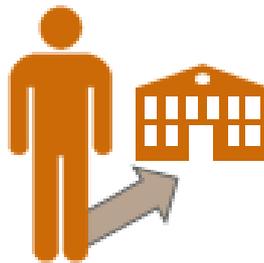
Discussion

Every student deserves an excellent teacher in every classroom and excellent leader in every school

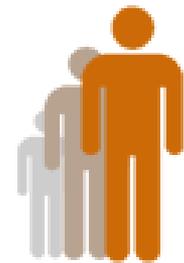


Cultivate & Recruit

Today's Focus



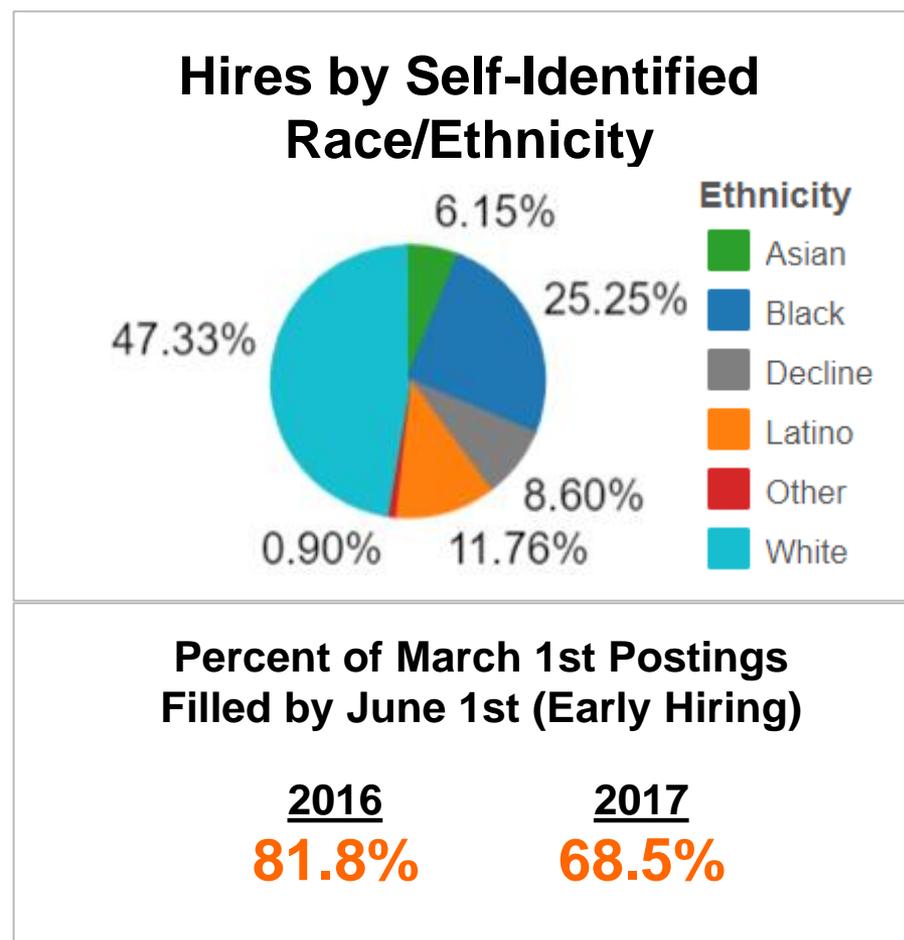
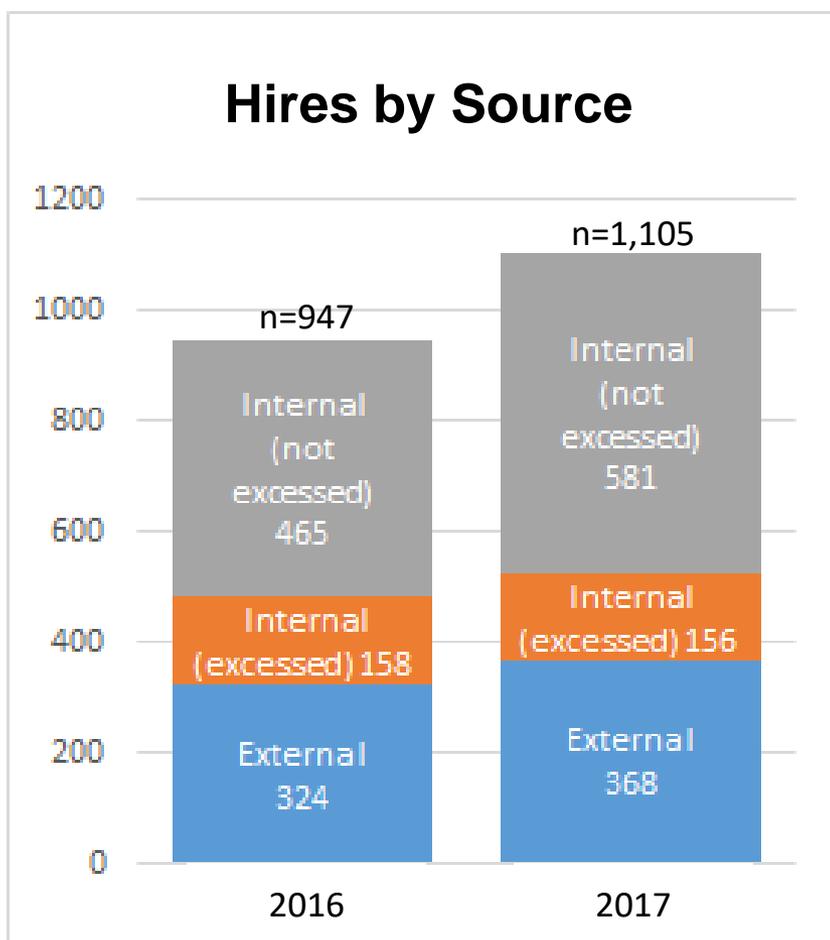
Hire & Deploy



Develop & Retain

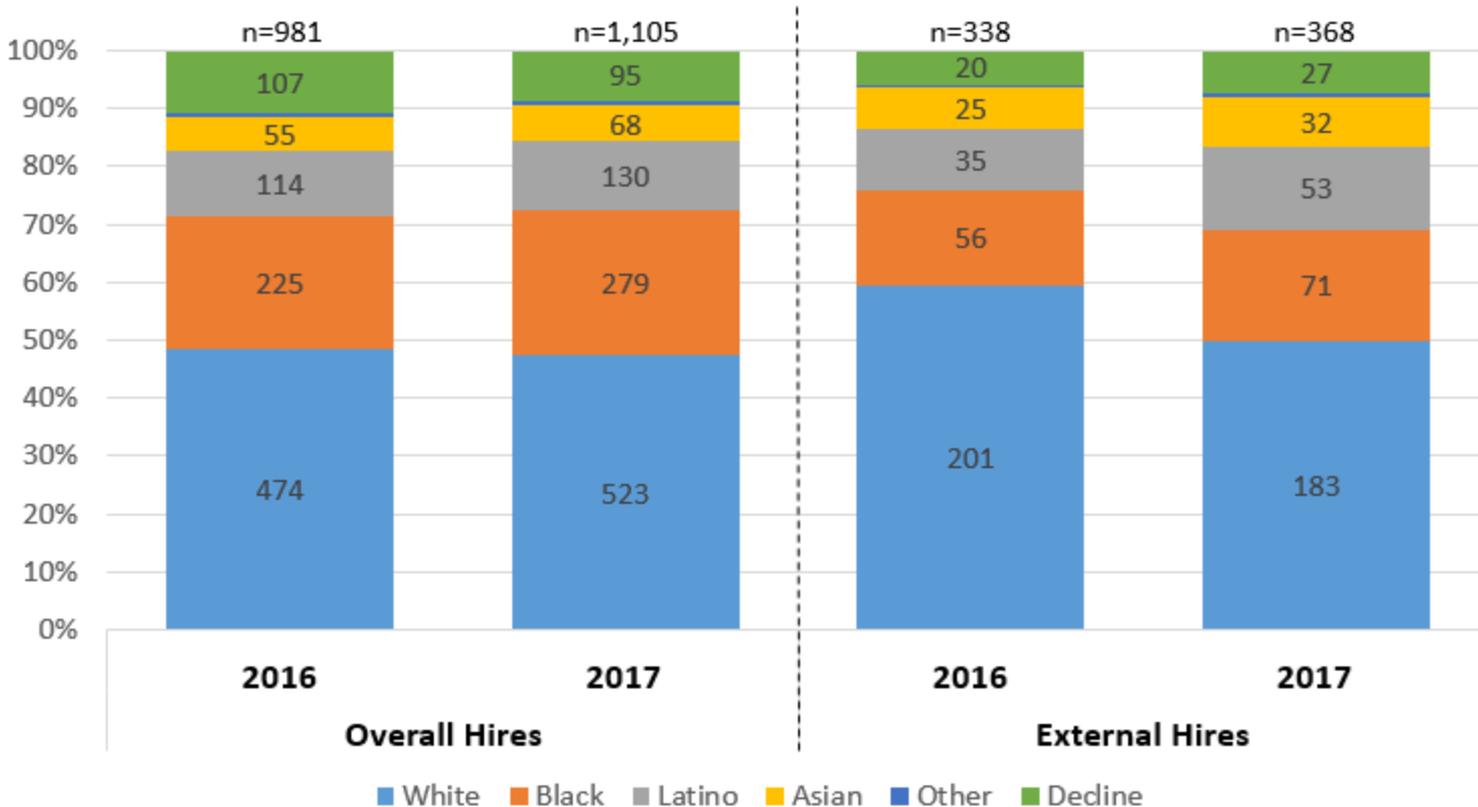
Overview of 2017 hiring season - I

BPS received over 41,000 applications for the 1,105 hires made for teaching and guidance counselor positions

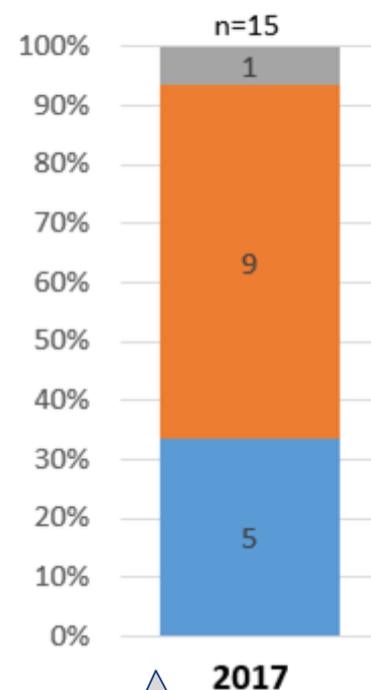


Overview of 2017 hiring season - II

Racial Diversity of Hires



Racial Diversity of New School Leaders



Percent of Hires with Fluency in Another Language

2014-15 2015-16 2016-17
35% **41%** **41%**

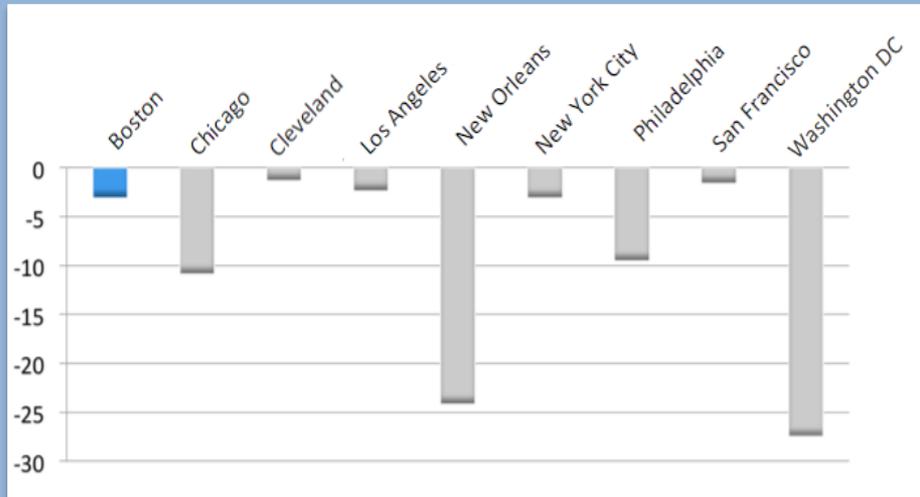
Note: Principal turnover last year was much lower than in previous years

Boston in the context of the nation

Within nationwide demographic trends, BPS has maintained the racial diversity of its teachers, even as other districts saw significant losses in Black educators

Black educators

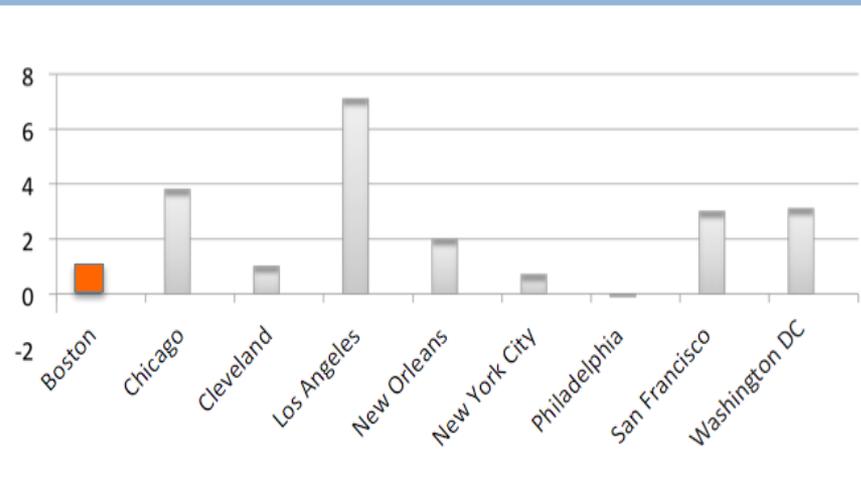
3% drop from 2001-2011



In cities across the country, the share of Black teachers in the workforce has sharply declined at alarming rates. This trend is less severe in BPS.

Latino educators

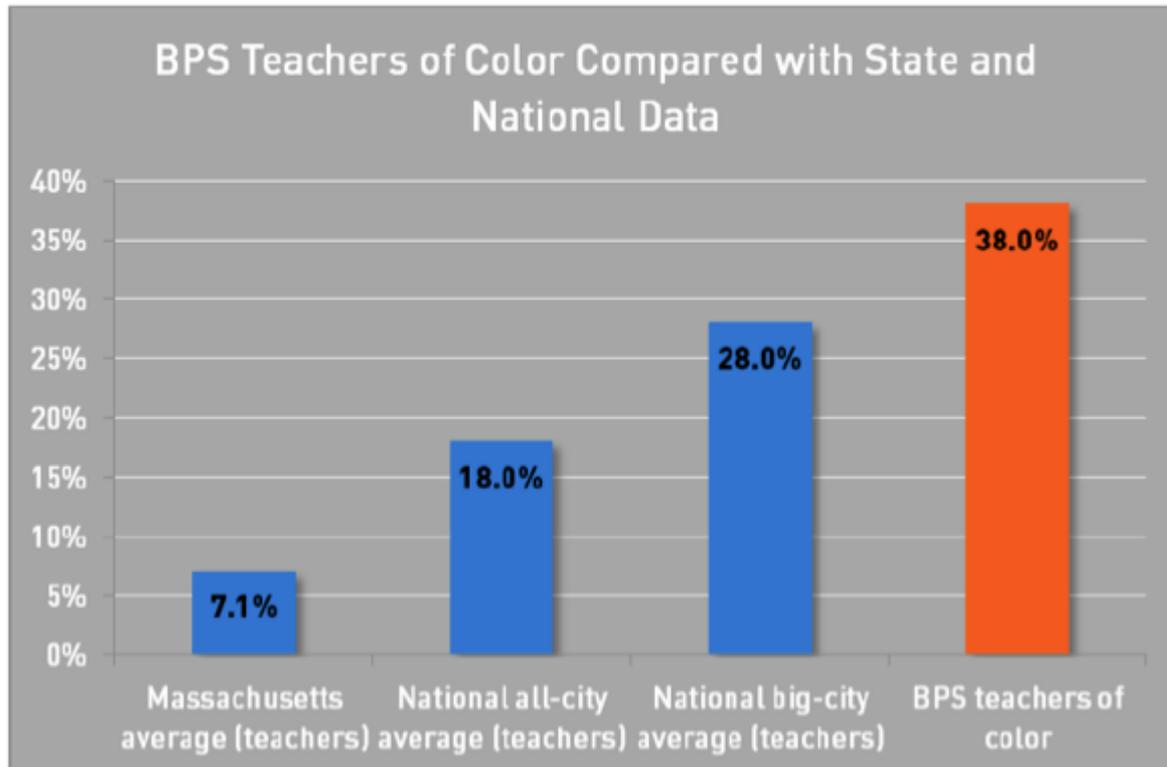
1.5% increase from 2001-2011



The share of Latino teachers in the BPS workforce has increased, though not as sharply as in other large cities and not nearly at the same rate as the Latino student body in BPS.

Boston in the context of the nation

BPS has managed to develop a considerably more diverse workforce relative to other large districts and our context in Massachusetts; yet we still have work to do



Racial Diversity, 2016-17



■ White ■ Black ■ Latino ■ Asian ■ Other

Data from SY 2012-13; Sources: BPS Office of Human Capital, Massachusetts Department of Elementary and Secondary Education, & National Center for Education Statistics.

Preliminary Data on 2017 Hiring Season

Update on Diversity Hiring Strategies

Spotlight: Jackson/Mann K-8 School

Discussion

Realigning for Coherence and Innovation

What we had learned

- We must strategically align our recruitment and retention efforts as a system
- Accountability for compliance isn't enough
- This work cannot be one-size-fits-all – schools face different challenges and we are responsible for supporting all of them



Our approach last year

- OHC has strategically reorganized to combine recruitment, pipeline development, new teacher development and diversity programs to create a new Recruitment, Cultivation, and Diversity Programs Team
- In addition to system-wide supports, 20 schools received additional coaching & supports throughout the hiring process

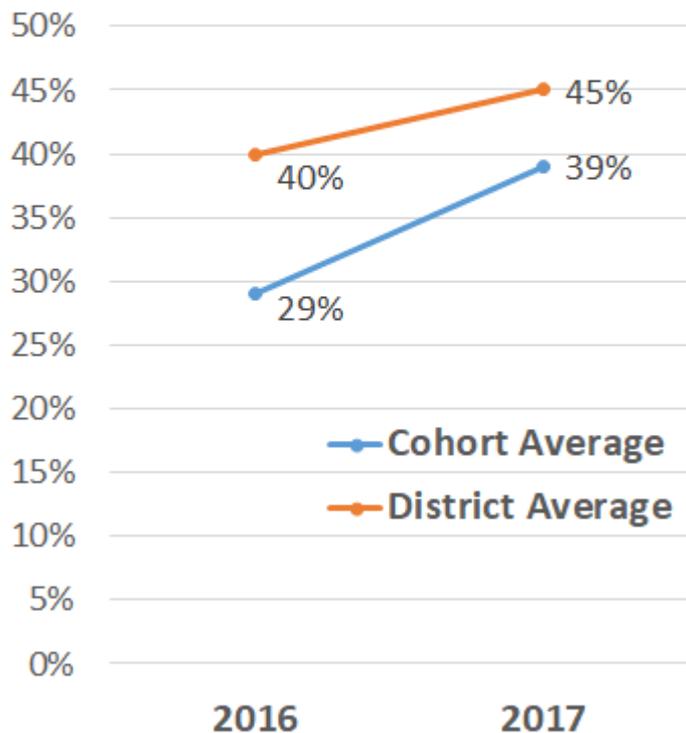
2017 Summary of Diversity Focus Schools Approach

- **Personal outreach** to school leaders
- A **menu** of supports
- Mandatory training entitled **Hiring to Achieve Racial Diversity**
- Paired **pipeline placement** pilot
- End-of-Season **reflection** and after action review
- Upcoming training on supporting **retention**

These efforts are the result of a cross-functional collaboration with the Office of Equity and Kris Taylor, the Director of Leadership Development on the Instructional Superintendent Team.

2017 Summary of Diversity Focus Schools Outcomes

Percent of Hires who Self-Identify as People of Color, Overall



Individual Diversity Focus Schools to Highlight

School	2016 % of hires	2016 # of hires	2017 % of hires	2017 # of hires	% Change '16-'17
Orchard Gardens	13%	16	29%	21	+16%
The Murphy	0%	9	30%	10	+30%
The Russell	25%	4	40%	5	+15%
Lee Academy	17%	6	50%	12	+13%
The Henderson	35%	22	61%	33	+26%

Preliminary Data on 2017 Hiring Season

Update on Diversity Hiring Strategies

**Spotlight: Jackson/Mann K-8 School,
Principal Andy Tuite**

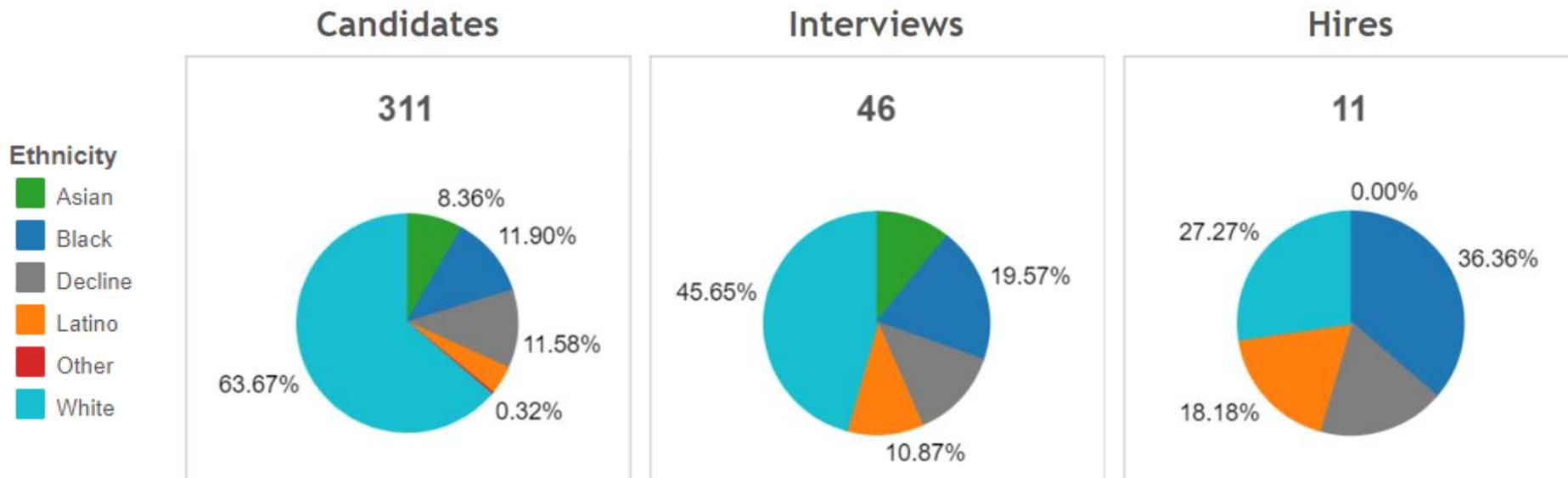
Discussion

Reflections from Jackson/Mann K-8

Jackson/Mann Hires who Self-Identify as People of Color

	2016	2017	Change
Percent of hires	30%	55%	+25%
Number of hires	10	11	+1

Jackson/Mann Dashboard (ongoing tracking)



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Spotlight: Jackson/Mann School

Discussion

What did we learn from doing this work?

- Providing **earlier support** to priority schools can increase impact
- Early, required **trainings helped set the foundation** and aligned hiring teams throughout the process
- We can provide **even more tailored supports** and access through specialized postings and events
- **Retention** is just as important (if not more) than hiring
 - Male Educators of Color (MEOC) Program
 - Women Educators of Color (WEOC) Program

Questions?