

Title: Office of Human Capital Hiring Update	Date: January 16, 2019
Presentation Overview/Action Proposed:	This presentation provides an overview of the Office of Human Capital's 2018 hiring season that covers March to October of 2018 for the 2018-19 school year. The presentation shares overall hiring and workforce demographic data and provides a high-level summary of key strategies of the Office of Human Capital's work to support school leaders and hiring teams in their efforts to build effective teams that reflect the racial, ethnic, and cultural diversity of the students in Boston Public Schools and work to close opportunity and achievement gaps for all students.
Educational and Racial Equity Implications:	<p>The mission of the Office of Human Capital (OHC) in BPS is to close the opportunity and achievement gaps in Boston Public Schools by empowering every child with the right team of adults who reflect the racial, cultural, and linguistic diversity of our students and who have what they need to serve our students. To do so, the vision of the work in OHC is "An excellent teacher in every classroom, an excellent leader in every school, and excellent support for all 10,000 employees of Boston Public Schools. Our employees will reflect the racial, cultural, and linguistic diversity of our students and our work will focus first on our highest need schools."</p> <p>The mission and vision permeate the work across the Office of Human Capital as we support school leaders and hiring teams in ensuring that their workforce reflects the diversity of their students. The Diversity Hiring Strategies specifically support schools where there is a clear opportunity (multiple hires for the upcoming year) and an existing mismatch between student and staff demographics. Research demonstrates that students who have a diverse staff that reflects the diversity of the student body are more likely to achieve better educational and life outcomes, which drives our strategic prioritization of this work.</p>
Policy Implications:	N/A
Budget Impact:	N/A
Implications of Yes Vote:	N/A
Implications of No Vote:	N/A

