Boston Public Schools

Office of Human Capital
Annual Hiring Update

January 29, 2020

Albert Taylor, Jr., Chief Human Capital Officer

Steven Chen, Deputy Chief Human Capital Officer
Ceronne Daly, Managing Director of Recruitment, Cultivation, and Diversity Programs
Monica Hall, Administrative Professional Growth Specialist
Jon Barrows, Director of Data & Analytics
The Garrity Order requires BPS to achieve and maintain a desegregated faculty and staff (teachers and guidance counselors), “comprised of not less than 25% blacks and 10% other minorities.”

The Order expires when black and other minority teachers and guidance counselors “have attained seniority to such an extent that, were a RIF [reduction in force] to occur based on the seniority provisions of applicable collective bargaining agreements reducing faculty and staff by 3%, the racial/ethnic proportions of faculty and staff would, in the written opinion of the Superintendent of Schools, be substantially the same as those existing before it.”
Despite the national challenge of an insufficient pool of teachers of color, BPS uses innovative strategies to maintain our efforts to hire racially and linguistically diverse teachers and leaders.

BPS continues to build and cultivate diverse educator candidate pools by maintaining strong partnerships with colleges and universities and building out “home-grown” pipelines with our BPS High Schools.

BPS continues to retain racially, ethnically and linguistically diverse educators through targeted retention efforts, outreach and access to MTEL preparation assistance.
Boston Public Schools

An Outsized Market Share of Educators of Color

BPS employs just 6% of all teachers in Massachusetts.

Yet BPS accounts for...

47% of the state’s Black teachers.

23% of the state’s Latinx teachers.

23% of the state’s Asian teachers.

8% of MA teachers are teachers of color.
- 3% of the state’s teachers are Black
- 3% of the state’s teachers are Latinx
- 2% of the state’s teachers are Asian

Note: Based on DESE data for SY17-18; BPS number do not reflect Horace Mann Charter Schools
Over the past six years, BPS has increased its % hiring of educators of color.
This year, 75% of new school leader hires were people of color

Overall Demographics (SY19-20)

- Asian: 3 (2%)
- Black: 51 (40%)
- Decline: 11 (9%)
- Other: 4 (3%)
- Latinx: 58 (45%)

Hiring (SY19-20)

- n = 128

Exits (SY18-19)

- Asian: 7 (47%)
- Black: 10 (45%)
- Decline: 5 (33%)
- Latinx: 5 (23%)
- Other: 5 (23%)

New Hires (SY19-20)

- Asian: 1 (5%)
- Black: 15 (33%)
- Decline: 22 (30%)
- Latinx: 15 (30%)
- Other: 15 (30%)
BPS has maintained a diverse workforce over time

*Note: Approximately 200 school-based employees were reclassified from teachers to specialized itinerant service providers between 2017 and 2018, and an additional 60 between 2018 and 2019.

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Educators</th>
<th>% Educators of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>4,679</td>
<td>37.42%</td>
</tr>
<tr>
<td>2015</td>
<td>4,675</td>
<td>37.35%</td>
</tr>
<tr>
<td>2016</td>
<td>4,672</td>
<td>36.92%</td>
</tr>
<tr>
<td>2017</td>
<td>4,740</td>
<td>37.91%</td>
</tr>
<tr>
<td>2018</td>
<td>4,637*</td>
<td>38.80%</td>
</tr>
<tr>
<td>2019</td>
<td>4,564*</td>
<td>38.58%</td>
</tr>
</tbody>
</table>

*Note: Approximately 200 school-based employees were reclassified from teachers to specialized itinerant service providers between 2017 and 2018, and an additional 60 between 2018 and 2019.
The BPS Workforce - Districtwide, SY19-20

- Educators (Teachers & Guidance Counselors) n = 4,564
  - 6.18% (n=282) Asian
  - 21.43% (n=978) Black
  - 10.72% (n=489) Latinx
  - 1.67% (n=76) Other
  - 59.75% (n=2,727) White

- School-Based Staff* (including Educators) n = 7,932
  - 4.70% (n=373) Asian
  - 28.72% (n=2,278) Black
  - 16.26% (n=1,290) Latinx
  - 1.99% (n=158) Other
  - 48.02% (n=3,809) White

- Bolling Building Staff* n = 398
  - 9.30% (n=37) Asian
  - 30.90% (n=123) Black
  - 19.10% (n=76) Latinx
  - 3.27% (n=13) Other
  - 37.19% (n=148) White

- District Total n = 11,522
  - 4.47% (n=515) Asian
  - 31.74% (n=3,657) Black
  - 14.77% (n=1,702) Latinx
  - 2.48% (n=286) Other
  - 46.22% (n=5,325) White

*Note: Employees who are centrally budgeted but deployed to schools are not included in these figures.
Recent Hiring Initiatives Have Increased Racial And Linguistic Diversity In Educator Hiring

Diversity Focus Schools Hires Who Self-Identify as People of Color

Percent of Hires with Fluency in Another Language
46 Educators Of Color Were Hired Into BPS Through Our Innovative Pipelines And Partnership Programs

University Partners

- BU
- Wheelock
- Eastern Nazareth College
- Regis
- UMBC
- UMass Boston

Internal Pipelines

- Our High School to Teacher Program (HSTT) - has 32 HS students, 13 1st year & 8 2nd year college students
- Using this year to plan for launch of BPS Teacher Cadet Program - will support BPS alums to earn their Bachelor’s degree and return to BPS as teachers.

Angel Castillo Pineda, an HSTT senior at East Boston HS introduces Mayor Walsh at the State of the City

Teacher Preparation Partner Programs

Yields: 46 Educators of Color
26 AA, 17 Latinx, and 3 Asian Educators
Bps Retains The Vast Majority Of Non-renewed Provisional Teachers Of Color

- Provisional Educators of Color are non-renewed at higher rates due to licensure
  - 61% of non-renewals of provisional teachers of color were due to licensure, versus only 34% of White provisional teacher non-renewals.
- Our retention efforts and MTEL supports resulted in the retention of 89% of provisional teachers of color who were non-renewed due to licensure.

<table>
<thead>
<tr>
<th>Group</th>
<th>Retained (Count)</th>
<th>Total (Count)</th>
<th>Retention Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>83% (10/12)</td>
<td>12 (83%)</td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td>88% (70/80)</td>
<td>80 (88%)</td>
<td></td>
</tr>
<tr>
<td>Latinx</td>
<td>92% (36/39)</td>
<td>39 (92%)</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>80% (41/51)</td>
<td>51 (80%)</td>
<td></td>
</tr>
<tr>
<td>Decline to Identify</td>
<td>80% (4/5)</td>
<td>5 (80%)</td>
<td></td>
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</table>
Black And Latinx Educators Who Participate In MTEL Prep Exceed State Passage Rates

Black and Latinx Pass Rates, State vs. BPS
(Winter ‘17 - Spring ‘19*)

<table>
<thead>
<tr>
<th>Category</th>
<th>State</th>
<th>BPS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Comm. &amp; Literacy Reading</td>
<td>75%</td>
<td>75%</td>
</tr>
<tr>
<td>Comm. &amp; Literacy Writing</td>
<td>69%</td>
<td>80%</td>
</tr>
<tr>
<td>ESL</td>
<td>37%</td>
<td>91%</td>
</tr>
<tr>
<td>Foundations of Reading</td>
<td>50%</td>
<td>75%</td>
</tr>
<tr>
<td>General Curriculum Multi-Subject*</td>
<td>66%</td>
<td>66%</td>
</tr>
</tbody>
</table>

Retention

SY Winter 2017 - Spring 2019

<table>
<thead>
<tr>
<th>Category</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Comm. &amp; Literacy Reading</td>
<td>21</td>
</tr>
<tr>
<td>Comm. &amp; Literacy Writing</td>
<td>21</td>
</tr>
<tr>
<td>ESL</td>
<td>33</td>
</tr>
<tr>
<td>Foundations of Reading</td>
<td>40</td>
</tr>
<tr>
<td>General Curriculum Multi-Subject*</td>
<td>12</td>
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</table>

Summer 2019

<table>
<thead>
<tr>
<th>Category</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Comm. &amp; Literacy Reading</td>
<td>10</td>
</tr>
<tr>
<td>Comm. &amp; Literacy Writing</td>
<td>16</td>
</tr>
<tr>
<td>ESL</td>
<td>15</td>
</tr>
<tr>
<td>Foundations of Reading</td>
<td>19</td>
</tr>
<tr>
<td>General Curriculum Multi-Subject*</td>
<td>10</td>
</tr>
</tbody>
</table>

*GC Data is from Jan 2019-June 2019.
**Looking Ahead for SY 20-21**

### Hiring

- Restructured, and funding in OHC to focus recruitment efforts
- Launched BPS/HBCU Initiative to both increase BPS students attending HBCUs and to recruit HBCU Alums
- DESE grant supports diversity recruitment -- loan payment reimbursement, relocation assistance, signing bonuses
- Engage a Latinx group and Asian group of district staff and community partners in implementing a collaborative, focused strategy to recruit and develop Latinx and Asian educators
- Target liberal arts colleges and university programs for recruitment into education
- Increase Cultivation events to increase diversity of Early Hiring Pool
- Strengthen and build out a BPS Teacher Cadet Program

### Recruitment and Cultivation

- Continue to implement strategic change at the school-based level:
  - Diversity Focus Schools initiatives
  - School-level Diversity Hiring/Retention goals set by school leaders
  - Continue the focus of diversity hiring in leadership

### Retention

- Continue to provide targeted, individualized outreach and support to all educators of color and conduct exit interviews
- Expand MTEL Prep support to include Bilingual Education Endorsement
- Expand University partnerships to increase access for paras and other BPS staff to earn their BA and/or Master’s degrees at a reduced/affordable cost
APPENDIX
University Partners to support the district’s retention strategies by providing affordable and flexible opportunities for BPS students, educators and staff to earn their Bachelor degree or master’s degree.

**Boston University/Wheelock College** - guaranteed scholarship equivalent to 33% of their tuition
- Master of Education (EdM) in Curriculum & Teaching or Master of Arts in Education Policy

**Eastern Nazarene College**
- Certificate of Leadership Development and 6 graduate Credits for graduates of the BPS Male Educators and Women Educators of Color Executive Coaching Programs

**Regis College**
- Degree Completion to support staff and paraprofessionals to earn their bachelor’s degree
- 2 Regis Diverse Educators undergraduate - Full tuition scholarships (“RDE”) for 2 graduating seniors from the BPS High School to Teacher Program
- Discounted tuition for online, on campus, and hybrid onsite graduate programs

**UMASS Boston**
- Reduced tuition to the Teach Next Year Masters Program for alums of BPS Accelerated Community to Teacher Program - Pipeline Development Program
In conversation with a number of partners as we explore additional recruitment and retention strategies

1. **Boston Higher Education Resource Center (HERC)** - equips Latino and other disadvantaged youth and their families to obtain a higher education, break the grip of poverty, and become agents of change in the community.

2. **Boston Scholar Athletes** - “leverage the power of athletics and wellness to cultivate the discipline, confidence and social-emotional skills needed to support success in school, as well as success in life.”

3. **Coaching 4 Change** - implements teacher-led school improvement initiatives to support struggling students while creating a more diverse pool of future educators.

4. **College Advising Corps- Boston University** - CAC-BU places well-trained recent college graduates into underserved high schools to serve as near-peer AmeriCorps college advisers.

5. **Generation Teach** - offers summer teaching fellowships to diverse undergraduate and high-school students.

6. **JET - Journey into Teaching** - is a proven pathway to teaching for paraprofessionals without bachelor's degrees who want to become licensed classroom teachers in their urban community high needs schools.

7. **Landed** - helps school employees buy homes.
In conversation with a number of partners as we explore additional recruitment and retention strategies

- **Private Industry Council (PIC)** - “is a nonprofit organization that strengthens Boston’s communities and its workforce by connecting youth and adults with education and employment opportunities that align with the needs of area employers”
- **Roxbury Community College- dual enrollment program** - is a co-educational public institution of higher education offering Associate Degrees and certificate programs.
- **Roxbury Innovation Center** - We are an innovative space, event venue, and programming hub designed to bring people together
- **Sociedad Latina** - creates a world in which Latino youth see themselves as changemakers
- **Teacher’s Lounge** - serves as a space for educators of color, and friends, to convene monthly to learn about opportunities and resources available to them
- **Tag Alerta - UMASS** - Program is to ensure that Boston Public School Latino students and English Language Learners excel academically, socially, and personally, so as to improve their ability to succeed in high school and at the postsecondary levels.
- **Troops to Education** - This program looks to support our veterans as they return home to provide them with the training resources necessary for a career in education. (Bill pending in congress)
Awarded $356,511 in SY 18-19 from the MA Department of Elementary and Secondary Education (DESE)

The Teacher Diversification Pilot Program is designed to support district efforts to strengthen and diversify existing teacher recruitment and retention programs.

- $356,511 - To expand MTEL Course offerings, fund MTEL Test vouchers, provide Tuition Assistance for teacher preparation programs, update our website.
- As a result 125 individuals served in Summer MTEL Prep Courses
The Bilingual Education Grant was awarded to create and cultivate a variety of approaches to train, recruit and retain bilingual education program educators.

- $150,000 - Collaborate with the Office of English Language Learners and Boston College to design and offer free MTEL Prep courses and coaching for the new Bilingual Education Endorsement.

The Teacher Diversification Pilot Program is designed to support district efforts to strengthen and diversify existing teacher recruitment and retention programs.

- $108,265 - To fund MTEL Test vouchers and enhance our recruitment of diverse educators by being able to offer loan payment reimbursement, relocation assistance, and signing bonuses.
In Massachusetts, only one in ten educators enrolled in teacher prep programs identify as Black or Latinx.

Compared to nationwide demographic trends, BPS has maintained the racial diversity of its teachers even as other districts saw significant losses in Black educators. For example, New Orleans and Washington, DC have lost nearly 25% of their Black educators.
# BPS High School to Teacher Data

<table>
<thead>
<tr>
<th>Race</th>
<th>9th BPS Class of 2023</th>
<th>10th BPS Class of 2022</th>
<th>11th BPS Class of 2021</th>
<th>12th BPS Class of 2020</th>
<th>City Year Gap Year Class of 2018</th>
<th>1st year in College BPS Class of 2019</th>
<th>2nd year in College BPS Class of 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black / African American</td>
<td>75% (3)</td>
<td>70% (7)</td>
<td>50% (4)</td>
<td>27% (3)</td>
<td>11% (1)</td>
<td>46% (6)</td>
<td>76% (6)</td>
</tr>
<tr>
<td>Hispanic</td>
<td>25% (1)</td>
<td>20% (2)</td>
<td>37.5% (3)</td>
<td>55% (6)</td>
<td></td>
<td>15% (2)</td>
<td>12% (1)</td>
</tr>
<tr>
<td>Asian</td>
<td>0%</td>
<td>0%</td>
<td>12.5% (1)</td>
<td>0%</td>
<td></td>
<td>24% (3)</td>
<td>12% (1)</td>
</tr>
<tr>
<td>White</td>
<td>0%</td>
<td>10% (1)</td>
<td>0%</td>
<td>18% (2)</td>
<td></td>
<td>15% (2)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Totals</td>
<td>4</td>
<td>10</td>
<td>8</td>
<td>11</td>
<td>1</td>
<td>13</td>
<td>8</td>
</tr>
</tbody>
</table>
### Program Highlights

**Male Educators of Color Executive Coaching Leadership Program (MEOC)**

The BPS Male Educators of Color (MEOC) Executive Coaching Leadership Program is a 9-month program designed to increase engagement, retention and leadership rates for the male staff of color within Boston Public Schools. Each session is led and facilitated by current and former male leaders of color from the Boston Public Schools.

**67 participants over 5 years**
- 87% African American
- 6% Latinx
- 3% Asian

76% currently employed in BPS
- 23 teachers
- 19 support/district staff
- 9 administrators

**Women Educators of Color Executive Coaching Leadership Program (WEOC)**

The BPS Women Educators of Color (WEOC) Executive Coaching Leadership Program is a 9-month program designed to increase engagement, retention and leadership rates for female staff of color within Boston Public Schools. Each session is led and facilitated by current and former female leaders of color from the Boston Public Schools.

**65 participants over 4 years**
- 74% African American
- 22% Latinx
- 5% Asian
- 1% White

91% currently employed in BPS
- 35 teachers/counselors
- 17 support/district staff
- 9 administrators
Program Highlights

- Six ALANA cultivation events since last Spring including three events for Aspiring Educators of Color.
- Over 200 educators of color in attendance
- 20% attending their first ALANA event

School Leaders of Color Network (SLOC)

The School Leaders of Color (SLOC) Network is a hub for school leaders to meet quarterly and share their personal and professional experiences, ideas and perspectives and best practices in education. Participants in the network focus on solution-driven discussions and practices.

- Over 50% of our school leaders are members of the SLOC Network
- Three gatherings hosted by the Dearborn, the Quincy Upper and the Trotter.
- Topics included: Cultural/Racial Identity, Impact of being an SLOC, Best Practices on building a school budget
School Leader Recruitment Focus

● Stated goal to our pipelines, in recruitment and to our networks that we are seeking to increase our Latinx and Asian candidates and hires to come to parity with our percent represented in student populations.
● We are also seeking to increase linguistic diversity, continue to grow our own and attract and hire more candidates with previous principal experience.
School Leader Recruitment Methods

- Increased numbers of recruitment events
- Increased targeted outreach to individuals via networks, i.e. WEOC and MEOC
- Started a referral system
- Attend ALANA events
- Partnered with RCD to join networks like NEMNET
- Attend diversity focused fairs such as Amplify Latinx
School Leader Pipelines

- Existing Pipelines with Lynch School of Education, PSI, TFA and Harvard.
- Building pipelines with Cambridge College, UMass Boston and Salem State and deepening partnership with BTR alum.
- In partnership with the Wallace Foundation to build pipelines
School Leader New Hires (SY19-20)

New School Leaders Hired \((n = 22^*)\)

**Ethnicity**
- Asian: 22.73% \((n=5)\)
- Black: 4.55% \((n=1)\)
- Latinx: 22.73% \((n=5)\)
- Other: 45.45% \((n=10)\)
- White: 4.55% \((n=1)\)

**Applicant Type**
- External: 77.27% \((n=17)\)
- Internal: 22.73% \((n=5)\)

**Languages**
- Spanish: 31.82% \((n=7)\)
- C.V. Creole: 9.09% \((n=2)\)
- Cantonese: 4.55% \((n=1)\)
- None: 54.55% \((n=12)\)

*Two leaders were placed at Mission Hill, resulting in one more new leader than exits from position.*