



Boston Public Schools

Office of Human Capital Annual Hiring Update

January 29, 2020

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A background: Boston remains under the Garrity Court Order

- 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.”

2019-20 Human Capital Headlines

Hiring

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.

Recruitment and Cultivation

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**.

Retention

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

An Outsized Market Share of Educators of Color

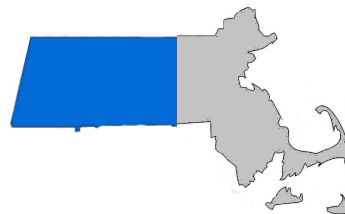
BPS employs just **6%** of all teachers in Massachusetts.



8% of MA teachers are teachers of color.

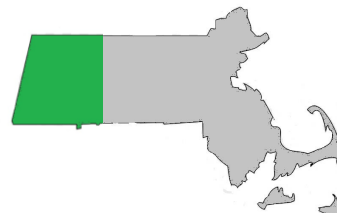
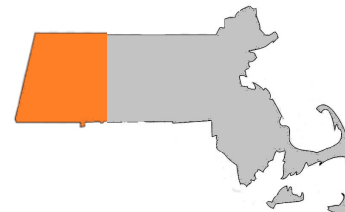
- 3% of the state's teachers are Black
- 3% of the state's teachers are Latinx
- 2% of the state's teachers are Asian

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.

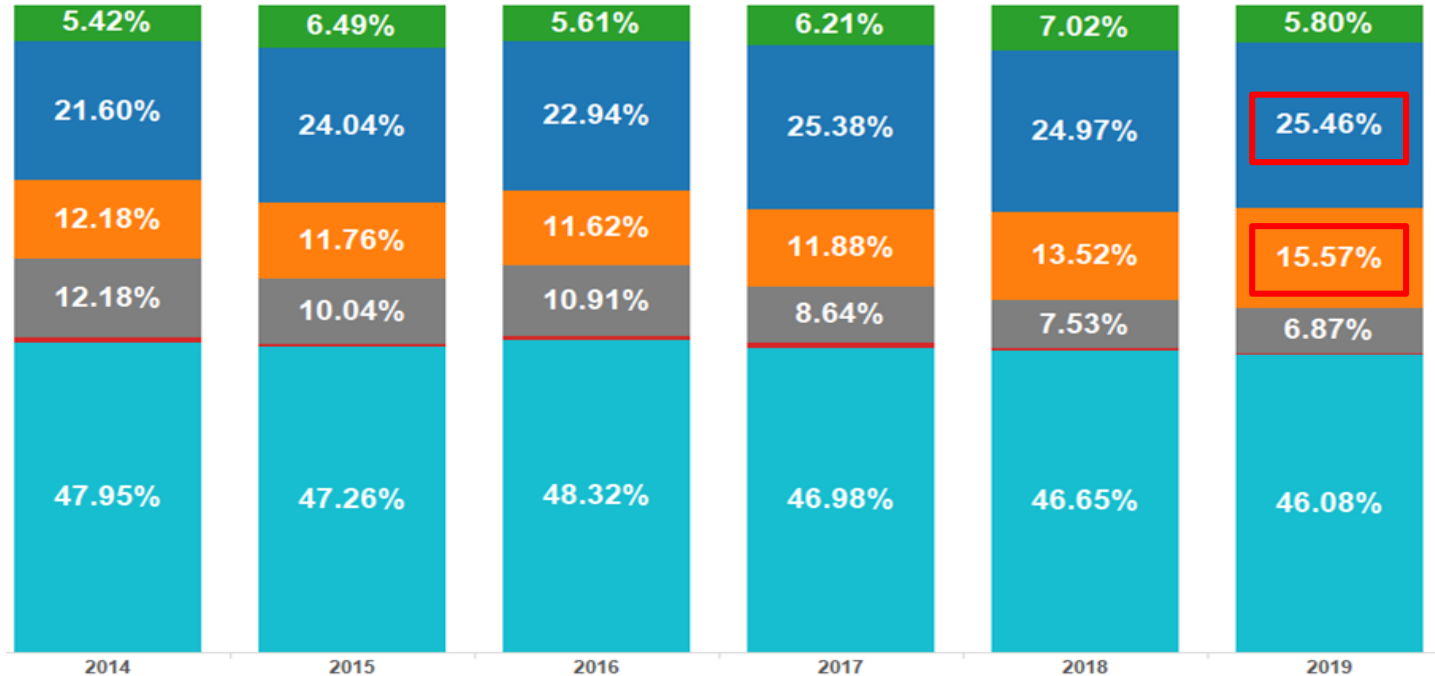
Note: Based on DESE data for SY17-18; BPS number do not reflect Horace Mann Charter Schools

Hiring

Ethnicity

- Asian
- Black
- Decline
- Latinx
- Other
- White

Over the past six years, BPS has increased its % hiring of educators of color



**Total Educator
Hires**

**% Educator Hires
of Color**

1,051

986

981

1,111

969

931

39.9%

42.7%

40.8%

44.4%

45.8%

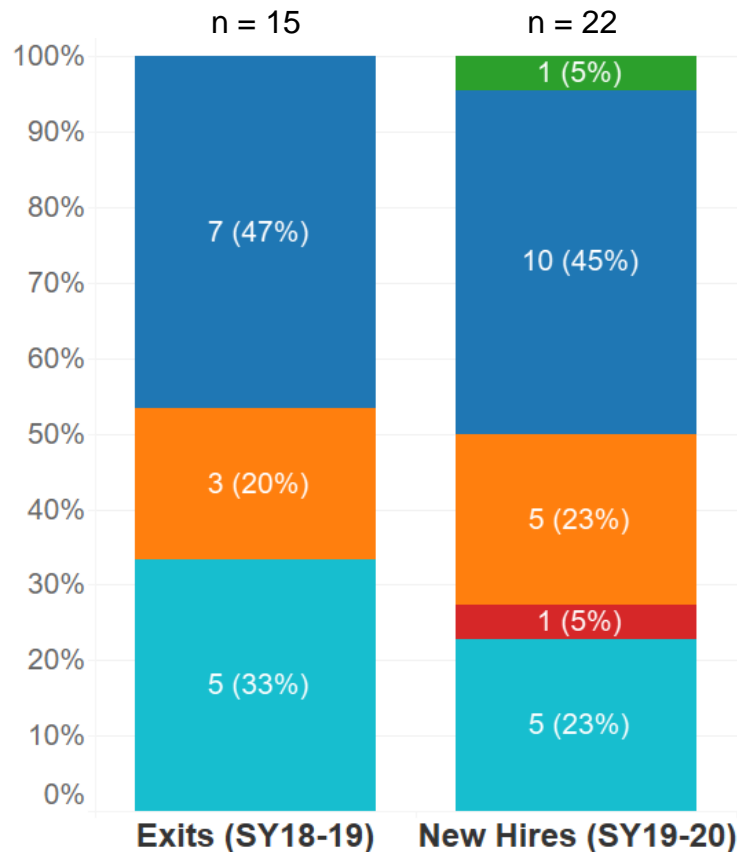
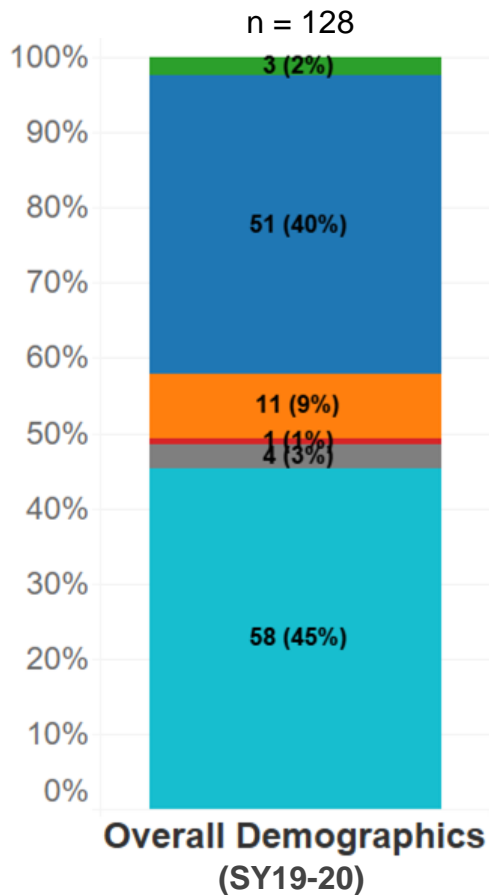
47.0%

Hiring

Ethnicity

- Asian
- Black
- Decline
- Latinx
- Other
- White

This year, 75% of new school leader hires were people of color

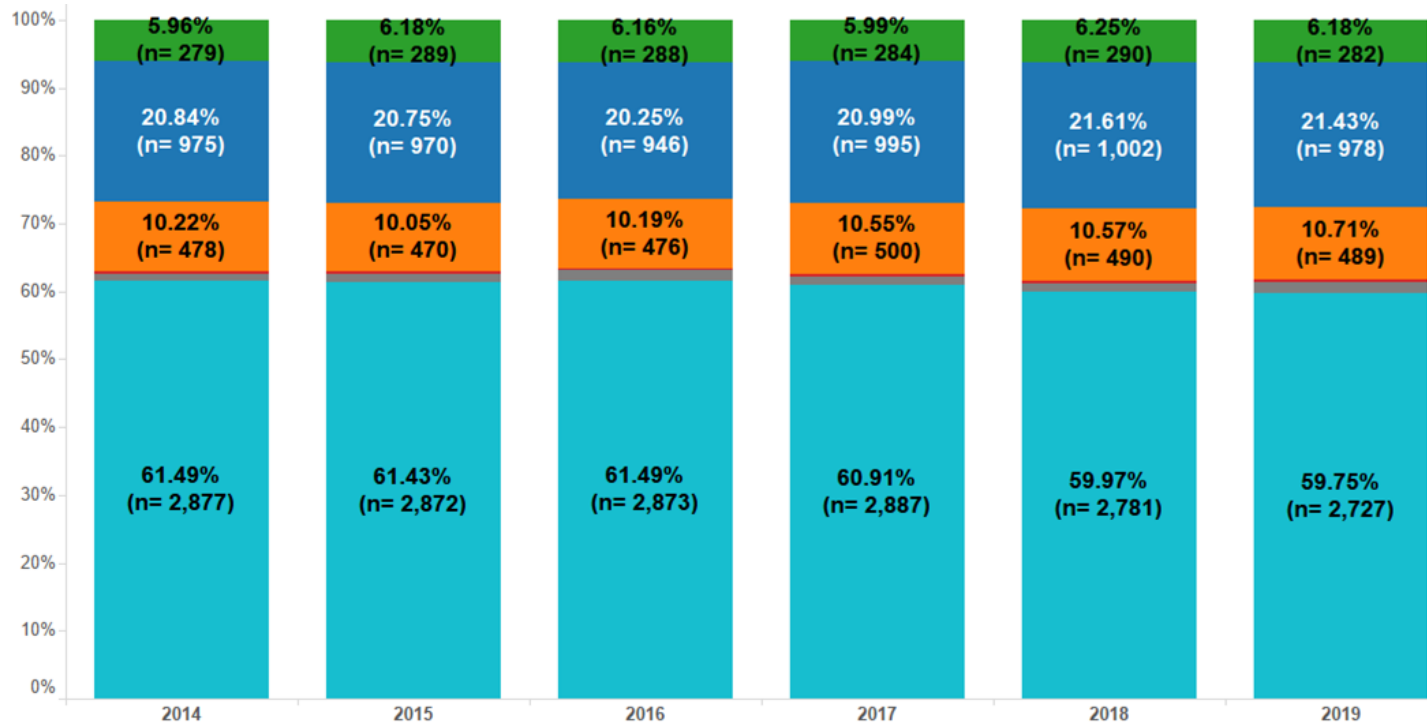


Hiring

Ethnicity



BPS has maintained a diverse workforce over time



Total Educators

4679

4,675

4,672

4,740

4,637*

4,564*

% Educators of Color

37.42%

37.35%

36.92%

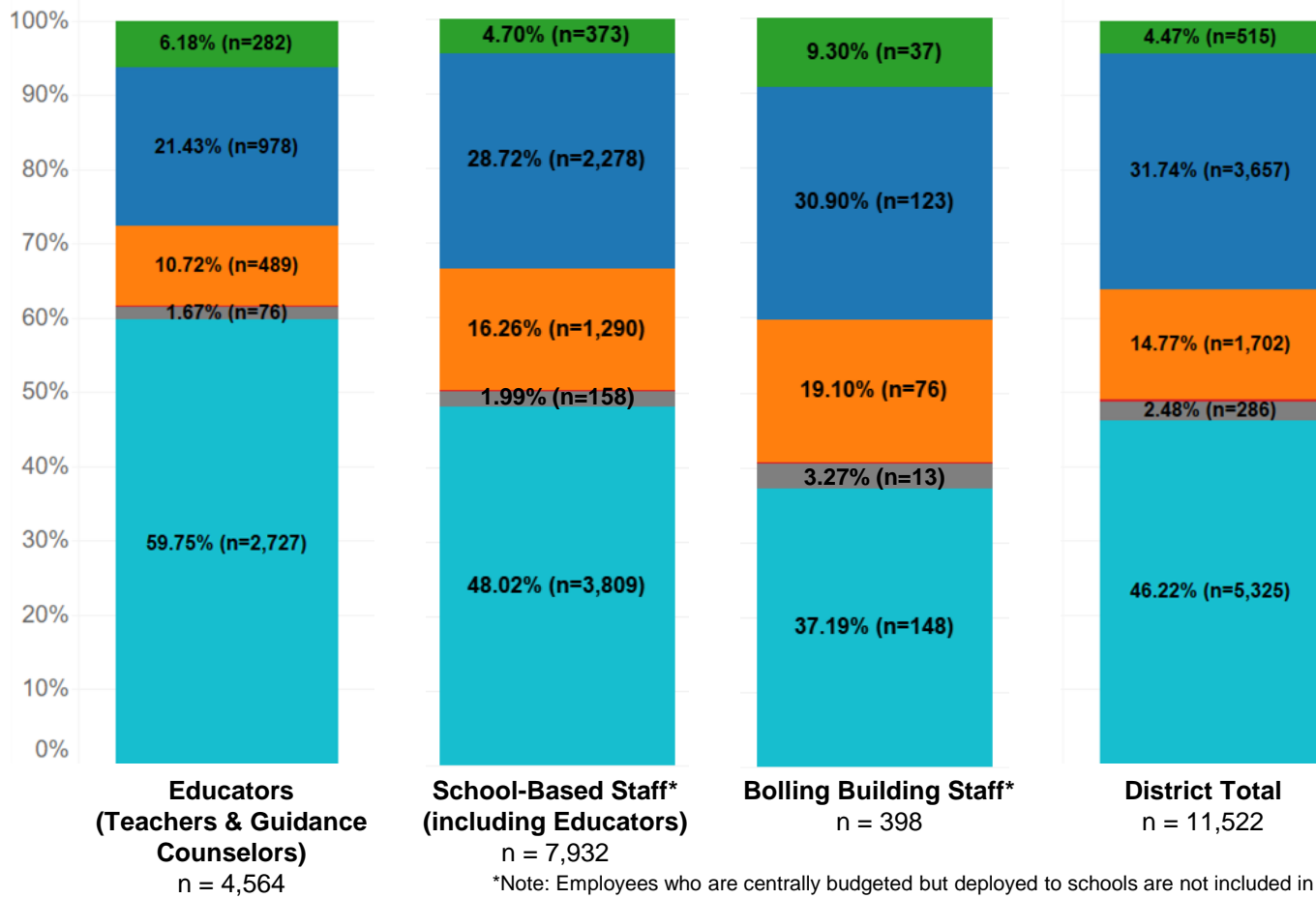
37.91%

38.80%

38.58%

*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.

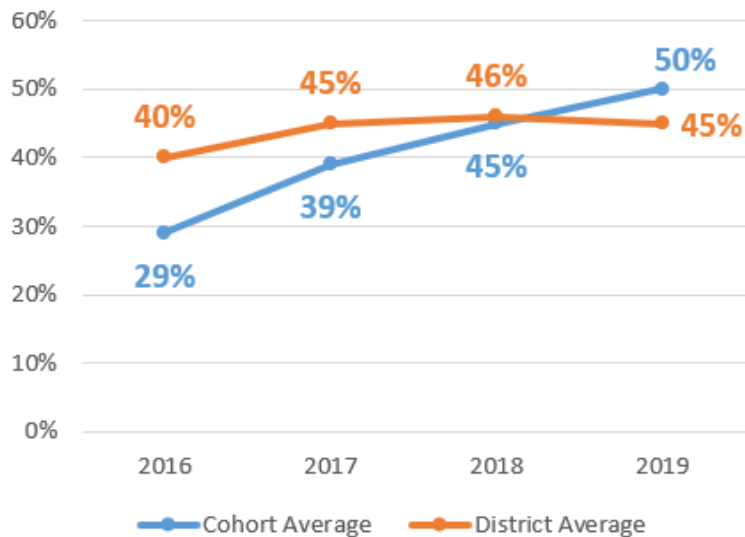
The BPS Workforce - Districtwide, SY19-20



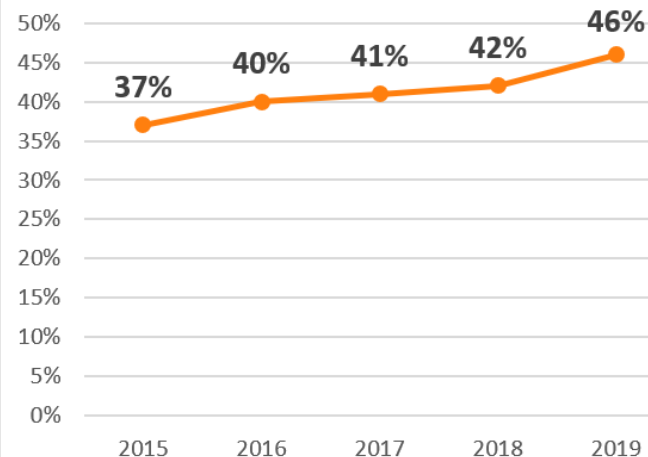
Hiring

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



REGIS



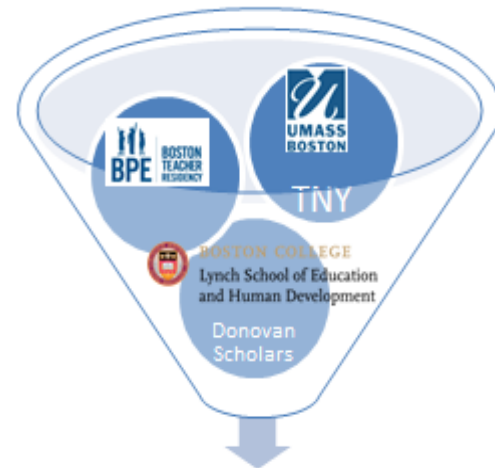
Internal Pipelines

- 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

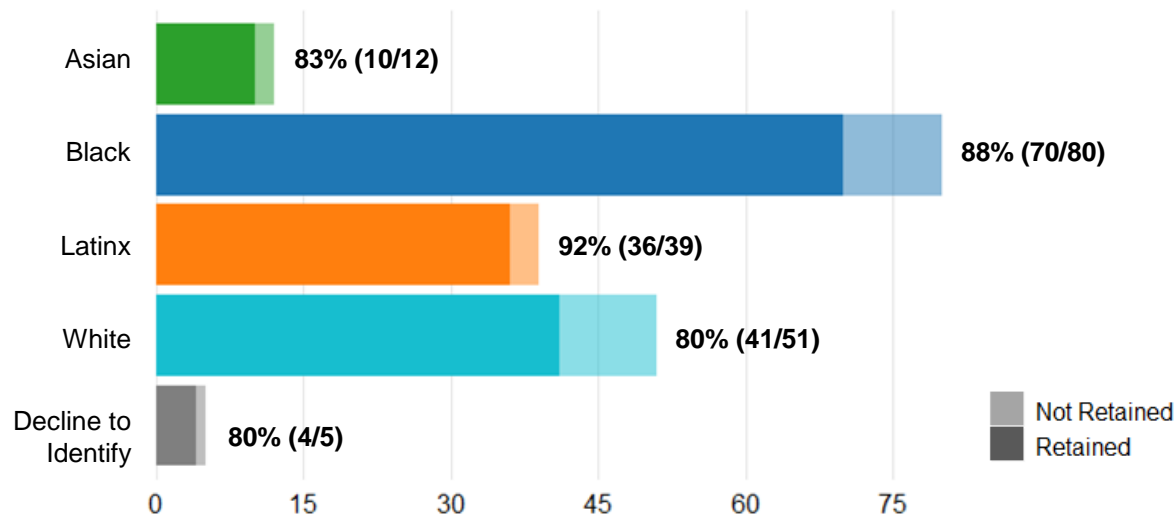
26 AA, 17 Latinx, and 3 Asian Educators

Retention

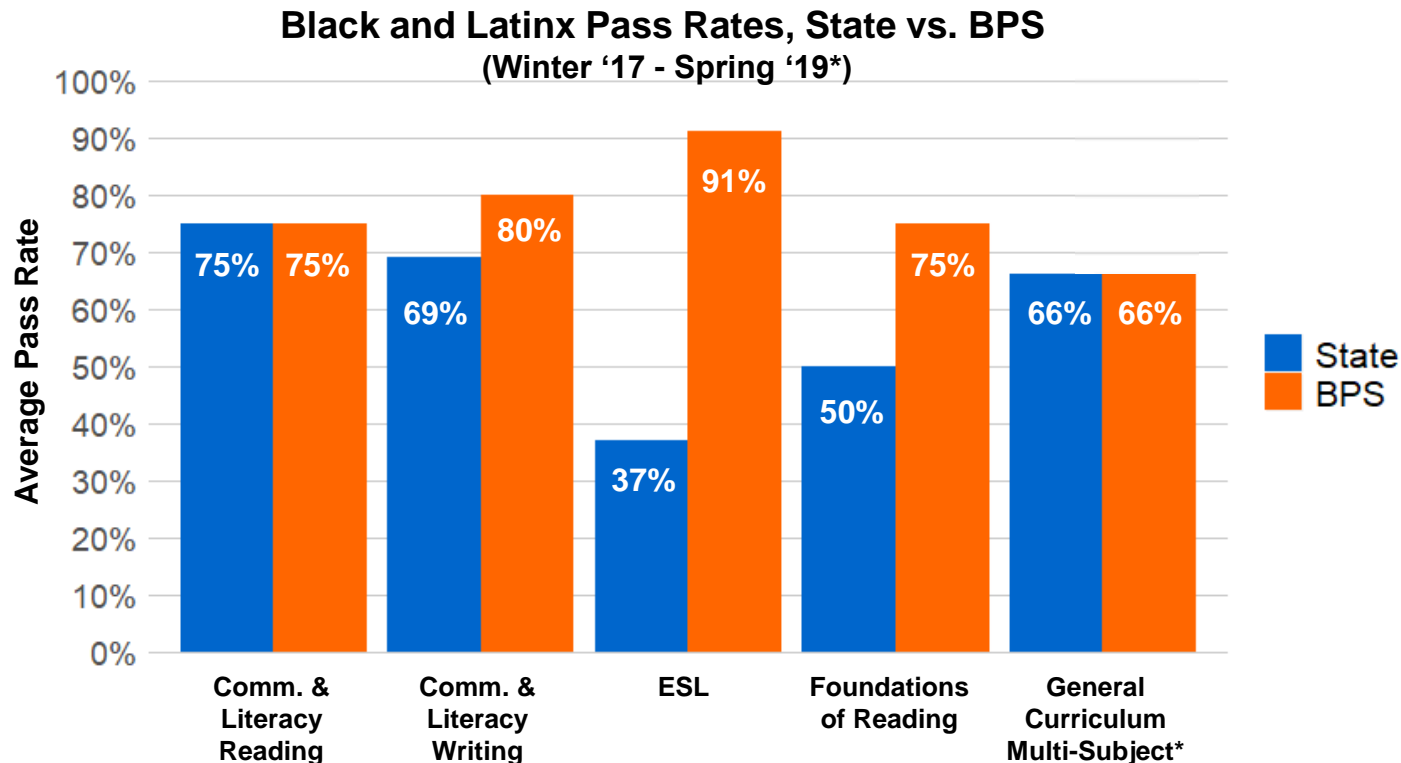
Bps Retains The Vast Majority Of Non-renewed Provisional Teachers Of Color

- 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.

Prov. Teachers Non-Renewed for Licensure Retained by 10/1/19



Black And Latinx Educators Who Participate In MTEL Prep Exceed State Passage Rates



SY Winter 2017 -Spring 2019	N=21	N=21	N=33	N=40	N=12
Summer 2019	N=10	N=16	N=15	N=19	N=10

*GC Data is from
Jan 2019-June 2019.

Looking Ahead for SY 20-21

Hiring

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

Recruitment and Cultivation

- 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

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

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)

**In conversation
with a number of
partners as we
explore additional
recruitment and
retention
strategies**

**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

**Awarded
\$258,265
in SY 19-20**

**from the MA
Department of
Elementary and
Secondary
Education (DESE)**

- 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)

Context

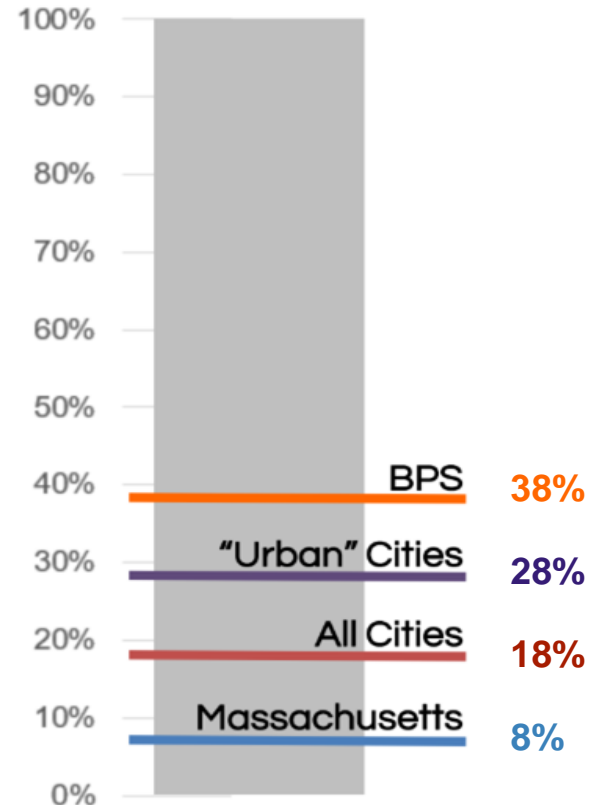
In Massachusetts, only **one in ten** educators enrolled in teacher prep programs identify as Black or Latinx.



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.**

Comparisons

% Educators of Color



BPS High School to Teacher Data

HSTT	SY 19-20						
Race	9th BPS Class of 2023	10th BPS Class of 2022	11th BPS Class of 2021	12th BPS Class of 2020	City Year Gap Year Class of 2018	1st year in College BPS Class of 2019	2nd year in College BPS Class of 2018
Black / African American	75%(3)	70% (7)	50% (4)	27% (3)	11% (1)	46% (6)	76% (6)
Hispanic	25%(1)	20% (2)	37.5% (3)	55% (6)		15% (2)	12% (1)
Asian	0%	0%	12.5% (1)	0%		24% (3)	12% (1)
White	0%	10%(1)	0%	18% (2)		15% (2)	0% (0)
Totals	4	10	8	11	1	13	8

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

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.

Program Highlights

MEOC

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

WEOC

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
7 administrators

ALANA (African-American, Latinx, Asian, Native American) Monthly Networking Events

- Network with your peers, share expertise and experiences
- Learn from peers to plan your career advancement
- Support new ALANA members in navigating systems
- Engage in intellectual discourse

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.

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
-
- 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

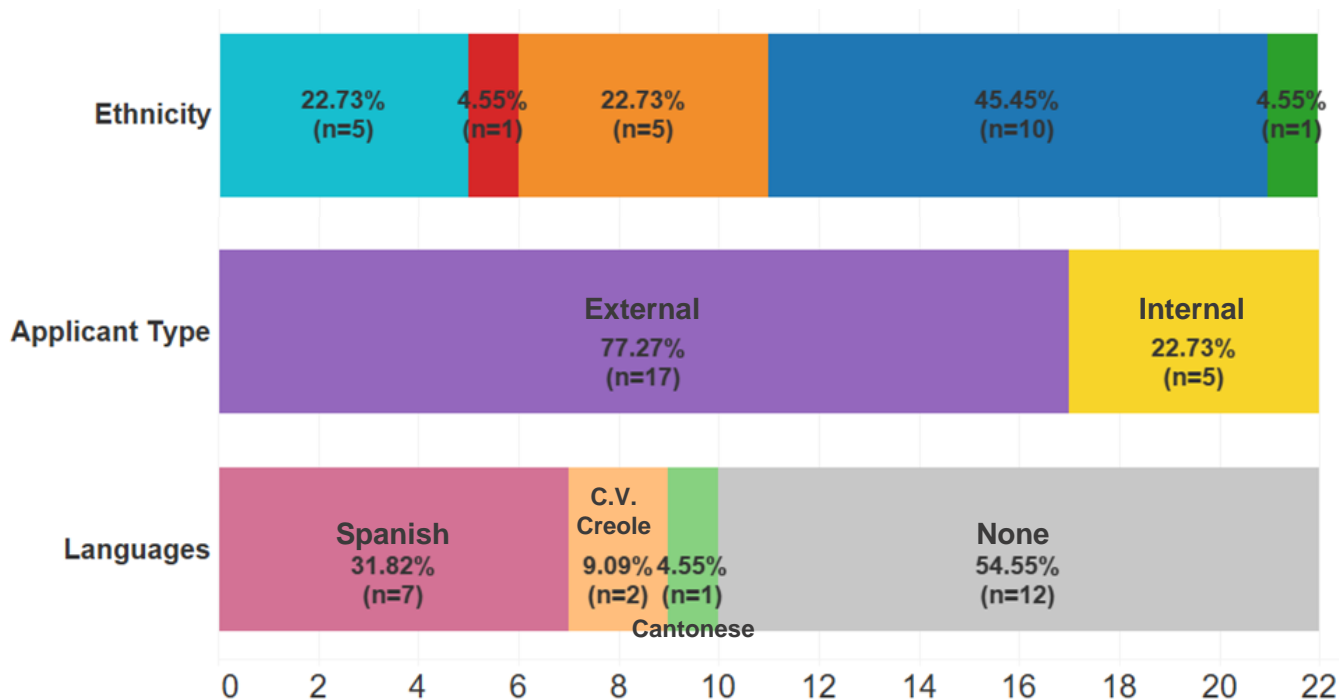
School Leader Pipelines

- 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

Hiring

School Leader New Hires (SY19-20)

New School Leaders Hired (n = 22*)



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