



Boston Public Schools

Office of Human Capital Annual Hiring Update

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2018-19 Human Capital Headlines

1

OHC continues to create the **system-level, equitable conditions** for schools to compete for, attract, and retain top talent.

2

OHC's portfolio of **targeted supports**, programs, and pipelines is producing small but significant workforce diversity results.

3

OHC's continues to build school-based capacity to recruit, hire, develop, and retain educators through effective **leadership teams** to serve every child.

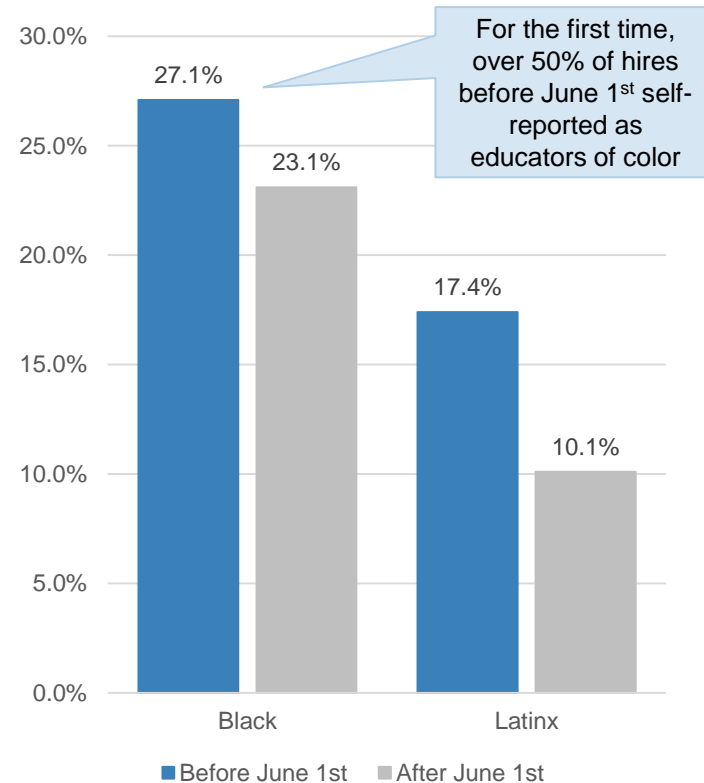
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Conditions

2018: When given the opportunity, schools compete for top talent

System-level conditions of early, mutual consent hiring enable all schools to compete for the best talent

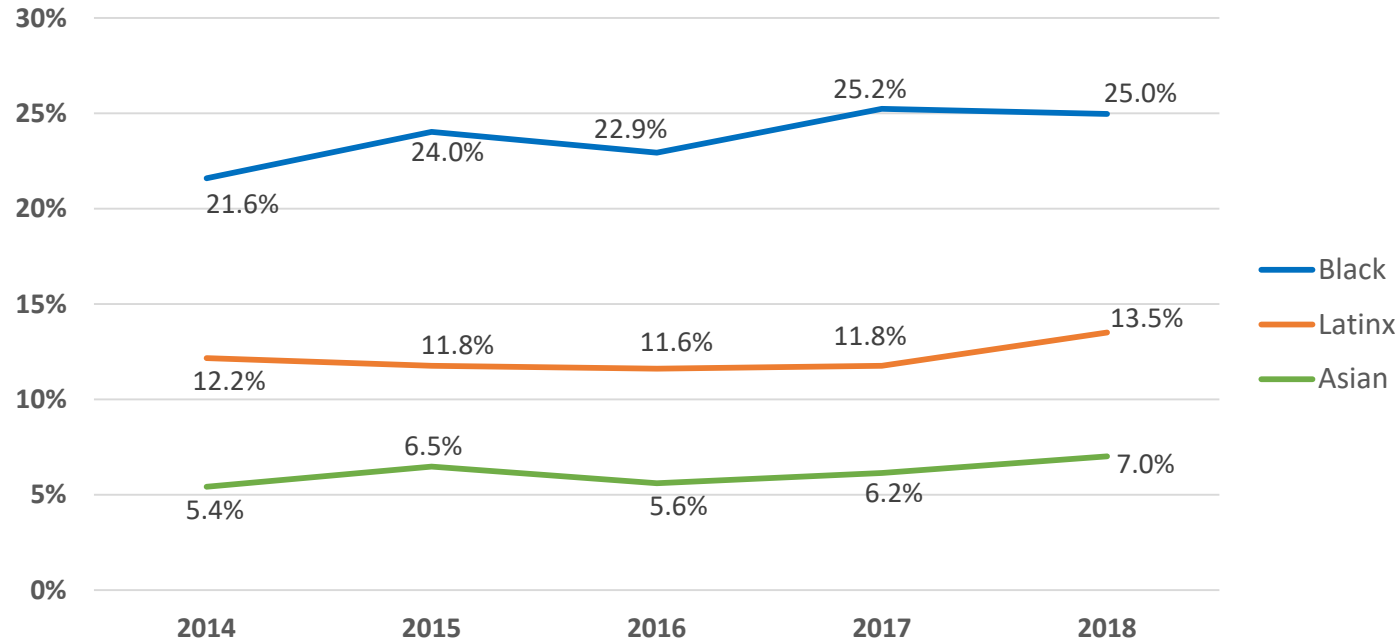
- **Six** major recruitment events with 689 teacher candidates in attendance (58% candidates of color)
- **Over 700** candidates pre-screened for schools
- Priority candidates **~2x** times more likely to be hired
- Before June 1st, Black and Latinx candidates are **2.8** times more likely to be hired

Percent of Candidates who Self-Identify as Black and Latinx by Date of Hire



Hiring Season Update – Overall Hires

Racial Diversity of Teacher & Guidance Counselor Hires, Overall Hires



Total Overall Hires	1,051	986	981	1105	969
Total % Hires of Color	39.9%	42.7%	40.8%	44.1%	45.8%

Hiring Season Update

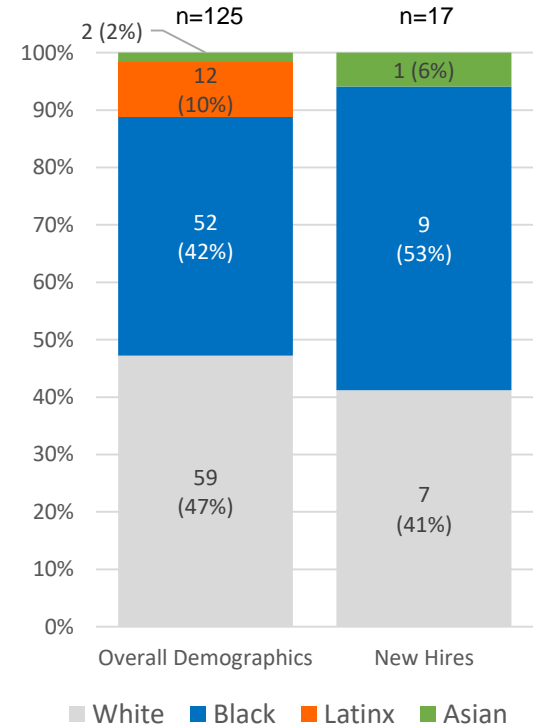
Percent of Hires with Fluency in Another Language

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
37%	40%	41%	42%

Percent of March 1st Vacancies Filled by June 1st

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
56%	82%	69%	76%

School Leader Racial Diversity



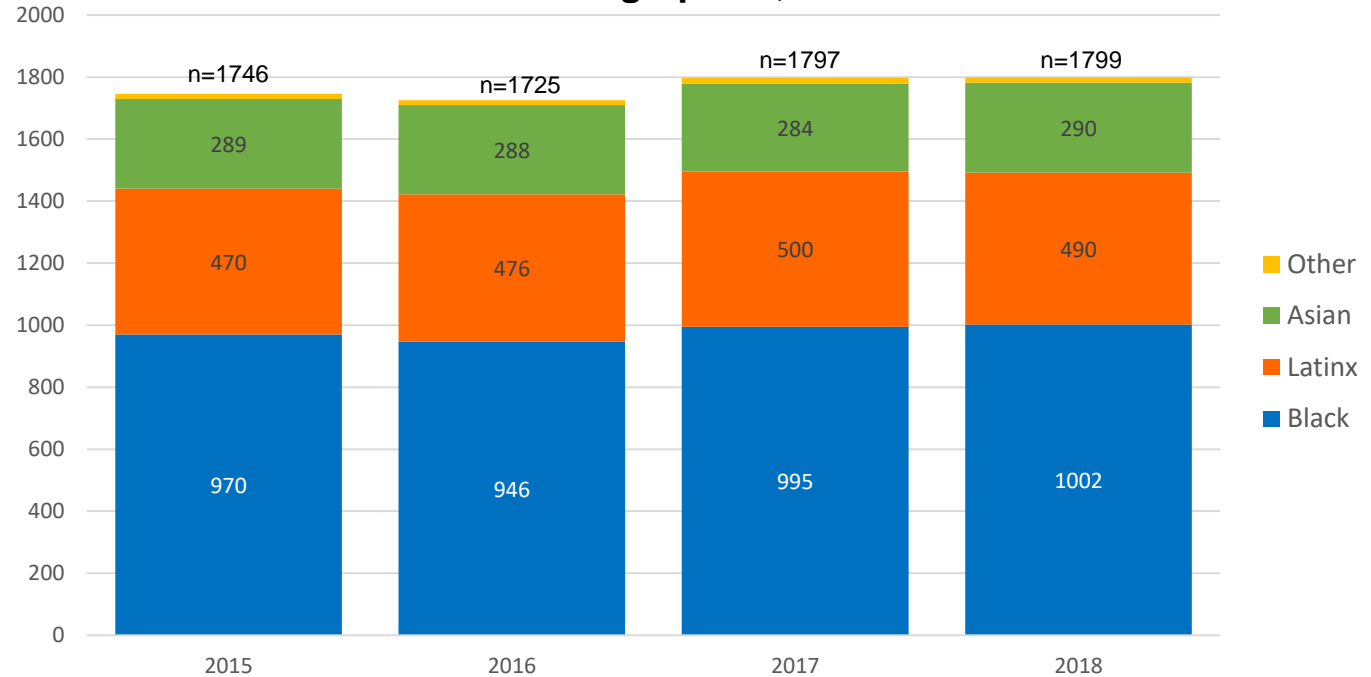
OHC has developed specific, targeted supports

Example strategic school supports include:

- **Diversity Focus Schools:** *Targeted training, monitoring, and recruitment supports for schools with lower existing staff diversity*
 - ▶ Diversity Focus Schools matched the district average in hires who self-report as educators of color, closing the hiring gap.
- **Low Performing Schools:** *Higher levels of support to enable the hiring process (recruitment, selection, and retention)*
 - ▶ **81%** of March 1st vacancies were filled Low Performing Schools by June 1st compared to 76% overall
- **MTEL Supports:** *Targeted coaching for educators of color to pass MTEL licensure tests, which historically serve as a barrier to retaining educators of color*
 - ▶ Educators receiving BPS licensure exam (MTEL) support pass at **2-3 times the rate** compared to their demographic groups statewide on MTEls required for ESL, Elementary, and SPED licensure.

Our workforce is becoming more diverse

Educator Demographics, 2014-2018



Total Educators	4,675	4,672	4,740	4,637*
Percent Educators of Color	37.35%	36.92%	37.91%	38.80%

*Note: Approximately 100 school-based employees were reclassified from teachers to specialized itinerant service providers between 2017 and 2018.

Building effective leadership teams

Example leadership-focused supports include:

- **Collaboration** across central offices to implement school-based diversity hiring goals owned by leaders
- **Partnership** with local and national experts to further develop talent strategy to differentiate leadership and talent management to build leaders ready to enable dramatic growth for students in our highest need schools
- **Focus** on building effective school leadership teams to better develop and retain all teachers and staff

Questions