Our overall workforce is a majority staff of color.

Non-Garrity, school-budgeted staff are our most diverse group of employees.

<table>
<thead>
<tr>
<th></th>
<th>Garrity Educators</th>
<th>School Leaders</th>
<th>Other School-budgeted Staff</th>
<th>Central Office Staff</th>
<th>Whole District</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Staff of Color</td>
<td>6.6%</td>
<td>6.8%</td>
<td>3.8%</td>
<td>5.9%</td>
<td>4.9%</td>
</tr>
<tr>
<td>Total Staff</td>
<td>4,829</td>
<td>118</td>
<td>3,612</td>
<td>1,150</td>
<td>11,688</td>
</tr>
</tbody>
</table>

Data is as of 10/1/23.
BPS employs 5.6% of the teachers in Massachusetts

BPS accounts for...
21% of the state’s educators of color
34% of the state’s Black teachers.
14% of the state’s Latinx teachers.
17% of the state’s Asian teachers.

Based on DESE data for SY22-23. Data only reflects schools in the state-defined Boston School District (i.e., excluding Horace Mann Charters and other independently reporting schools)
For SY 23-24 we saw the lowest turnover rate for our school leaders and an increase in the number of positions filled by people of color.
8 out of 17 school leaders who left their positions at the end of 2022-2023 did so for another in-district position.

<table>
<thead>
<tr>
<th></th>
<th>Outgoing School Leaders</th>
<th>New School Leaders</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total School Leaders</td>
<td>17</td>
<td>17</td>
</tr>
<tr>
<td>% School Leaders of Color</td>
<td>64.7%</td>
<td>70.6%</td>
</tr>
</tbody>
</table>
2023-2024 Hiring Volume
Between March 1 and October 1, 2023

Filled 2,817 postings across the district (2,760 last year)

Posted

- **1,581** Teacher positions (1,505 last year)
- **656** Paraprofessional positions (652 last year)
- **452** Central Office positions (784 last year)

Remaining Vacancies as of October 1st: **678** (838 last year):
- **175** Paraprofessionals (152 last year)
- **73** Managerial positions (91 last year)
- **40** Cafeteria Workers (77 last year)
The diversity of Garrity educators in the district continues to increase compared to prior years.

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Garrity Educators</th>
<th>% Garrity Educators of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>4,564</td>
<td>38.5%</td>
</tr>
<tr>
<td>2020</td>
<td>4,570</td>
<td>39.4%</td>
</tr>
<tr>
<td>2021</td>
<td>4,573</td>
<td>40.7%</td>
</tr>
<tr>
<td>2022</td>
<td>4,636</td>
<td>41.7%</td>
</tr>
<tr>
<td>2023</td>
<td>4,829</td>
<td>42.1%</td>
</tr>
</tbody>
</table>

Data is as of 10/1 each year.
Garrity Educator Hires: Linguistic Diversity

Garrity hires with a self-reported fluency in a BPS language increased for the 2023-2024 school year.

Official BPS Languages:
- Arabic
- Chinese Cantonese
- Chinese Mandarin
- Cabo Verdean Creole
- French
- Haitian Creole
- Portuguese
- Somali
- Spanish
- Vietnamese

Data is as of 10/1 each year.
Garrity Educator Hires: External Candidates

162 out of 385 new-to-BPS Garrity hires are educators of color

Data is as of 10/1 each year.
The majority of provisional educators that were rehired into Garrity positions are educators of color.

**Total Internal Educator Hires**

- Paras: 110
- Excessed Educators: 155
- Subs: 93
- Provisional Rehire: 549

**% Educators of Color**

- Paras: 58.2%
- Excessed Educators: 51.6%
- Subs: 43.0%
- Provisional Rehire: 70.1%

Data is as of 10/1/23.
Educators of color continue to exit the district at lower rates than their White counterparts.

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Garrity Educator Exits</th>
<th>% Garrity Educators of Color Exits</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>361</td>
<td>42.7%</td>
</tr>
<tr>
<td>2020</td>
<td>275</td>
<td>43.6%</td>
</tr>
<tr>
<td>2021</td>
<td>328</td>
<td>39.0%</td>
</tr>
<tr>
<td>2022</td>
<td>392</td>
<td>36.7%</td>
</tr>
<tr>
<td>2023</td>
<td>381</td>
<td>35.7%</td>
</tr>
</tbody>
</table>
The district continues to see an increase in the overall retention of teachers and counselors of color including our black educators.

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Garrity Educator Retained</th>
<th>% Garrity Educators of Color Retained</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>4,278</td>
<td>38.7%</td>
</tr>
<tr>
<td>2020</td>
<td>4,322</td>
<td>38.9%</td>
</tr>
<tr>
<td>2021</td>
<td>4,314</td>
<td>40.1%</td>
</tr>
<tr>
<td>2022</td>
<td>4,225</td>
<td>41.3%</td>
</tr>
<tr>
<td>2023</td>
<td>4,414</td>
<td>42.0%</td>
</tr>
</tbody>
</table>
Office of Recruitment, Cultivation and Diversity Programs

Recruitment Efforts:
- Hiring Fairs for Educators of Colors including an Annual Diversity Fair with the Boston Compact
- Teacher Preparation events such as Demo Day
- Hiring supports for the community including resume/cover letter preparation

Cultivation:
- Accelerated Community to Teacher Program
- Teacher Cadet Program
- Teaching Fellowship for Initial Licensure
- MTEL Exam Preparation
- Paraprofessional Preparation
- Influence 100

Retention:
- Monthly ALANA social events for educators of color
- Monthly newsletter
- Staff Support
- Professional Development
- Mentoring