



Boston Public Schools

Office of Human Capital Office of Recruitment, Cultivation and Diversity (RCD)

Annual Hiring & Workforce Diversity Update

October 26, 2022

- Raecia Catchings, Interim Chief Human Capital Officer
- Megan Reed, Interim Deputy Chief Human Capital Officer
- Dr. Charles Grandson, Chief of Equity and Strategy
- Sharra Gaston, Acting Deputy Chief of Equity and Strategy
- Rashaun J. Martin, Acting Director of Recruitment
- Adriana Heady, Director of Data and Analytics

Investing in Holistic Student Support

Since the 2019-2020 school year, BPS has added:

356	Paraprofessional roles
325	Teachers
159	Instructional Coaches
146	Social Workers
115	Family Liaisons
52	ABA Specialists
40	School Psychologists
26	Librarians

2022-2023 Unprecedented Hiring Volume

Between March 1 and October 1, 2022

- Filled **2,760** postings across the district

Posted

- **1,505** Teacher positions
- **652** Paraprofessional positions
- **784** Central Office positions

Remaining Vacancies: **838** (across the district as of 10/1):

- 152 Paraprofessionals (67 schools & central-budgeted)
- 91 Managerial positions
- 77 Cafeteria Workers

Teacher Hiring Updates by School Types

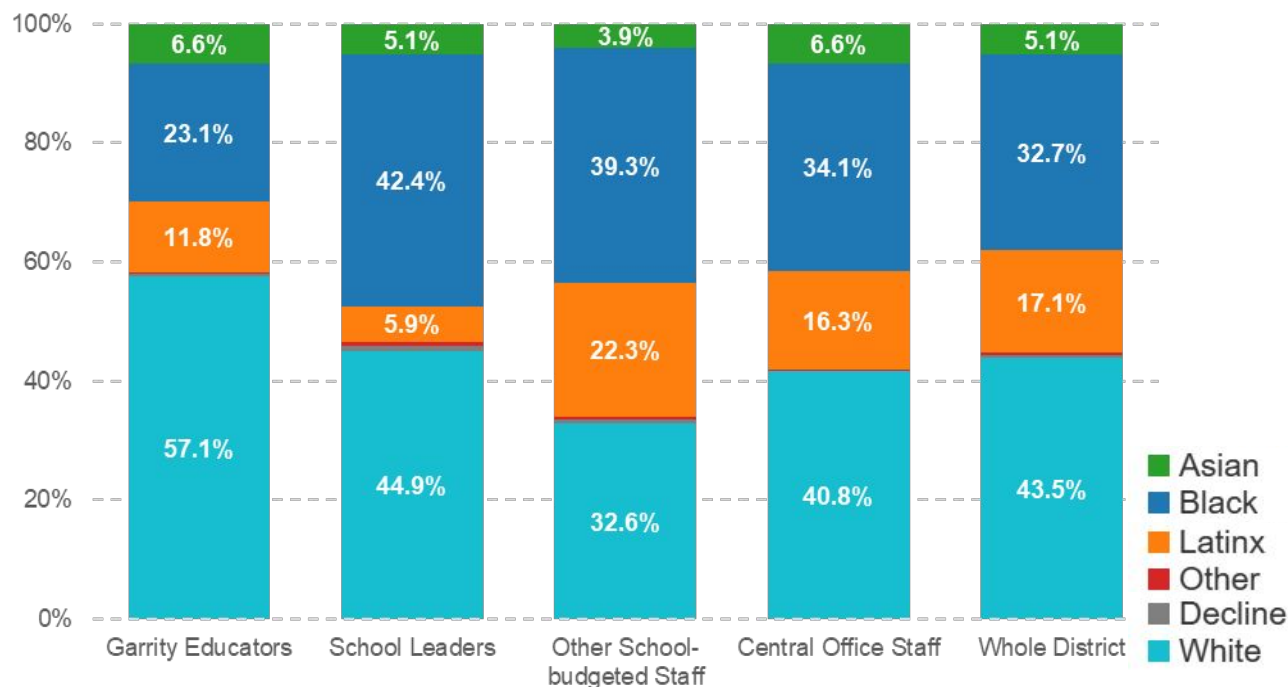
School Type	# of Vacancies	# Hire in Progress	# of Positions Filled	# Positions Posted	% with at Least a Hire Submitted
Early Elementary	3	1	52	56	95%
Elementary School	38	7	323	368	90%
Elementary-Middle School	46	8	388	442	90%
Middle School	5	0	18	23	78%
High School	62	8	324	394	84%
Middle-High School or K-12	22	2	186	210	90%
Total Teachers	176	26	1,291	1,493	88%

Data is as of 10/18.

Overall Workforce Diversity SY22-23

Our overall workforce is a majority staff of color

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

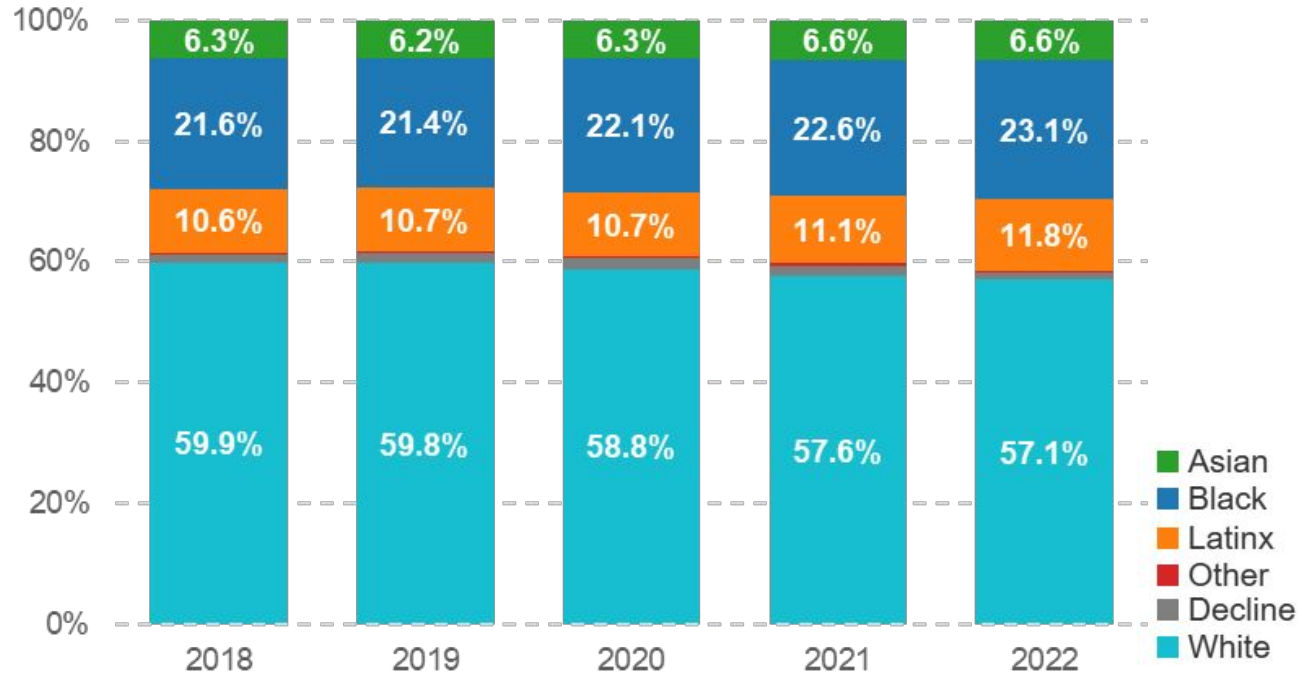


Total Staff	4,636	118	3,334	981	10,867
% Staff of Color	41.7%	54.2%	66.0%	57.8%	55.3%

Data is as of 10/1/22.

Snapshot: Garrity Educators 2018-2022

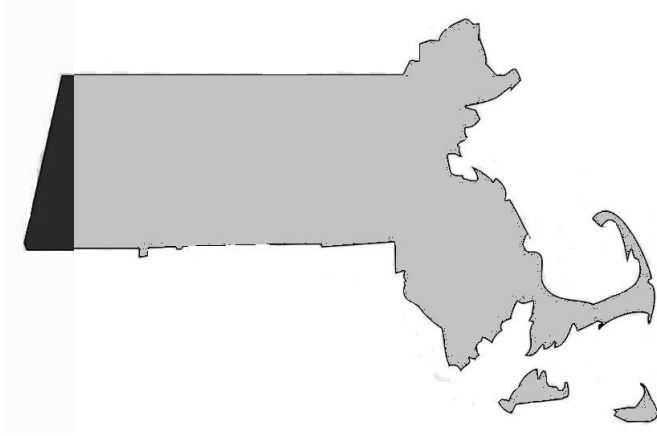
The diversity of Garrity educators in the district continues to increase compared to prior years



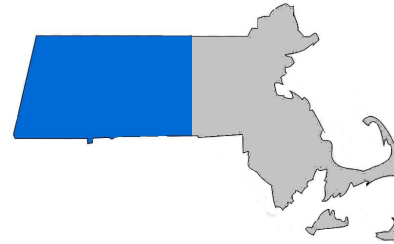
Total Garrity Educators	4,637	4,564	4,570	4,573	4,636
% Garrity Educators of Color	38.8%	38.5%	39.4%	40.7%	41.7%

Data is as of 10/1 each year.

BPS employs 7% of the teachers in Massachusetts

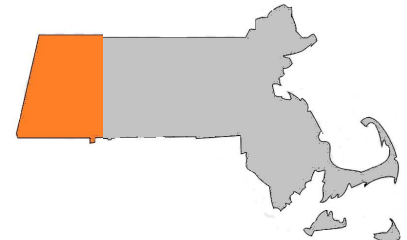


BPS accounts for... 30% of the state's educators of color

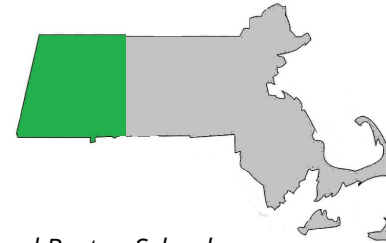


46% of the state's Black teachers.

20% of the state's Latinx teachers.



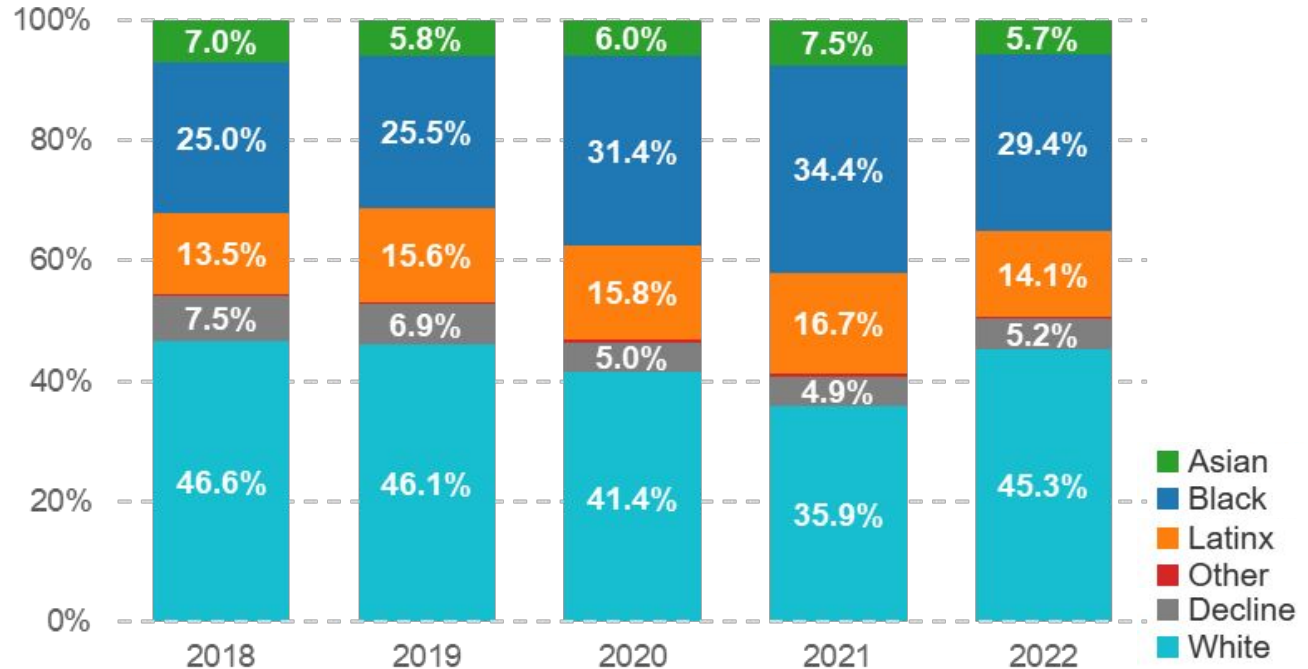
24% of the state's Asian teachers.



Based on DESE data for SY20-21. Data only reflects schools in the state-defined Boston School District (i.e., excluding Horace Mann Charters and other independently reporting schools)

Overall Garrity Educator Hires 2018-2022

The 2022-2023 school year saw a 66% increase in the number of Garrity educator hires from the prior year



Total Garrity Educators	969	931	944	810	1,347
% Garrity Educators of Color	45.8%	47.0%	53.6%	58.7%	49.5%

Data is as of 10/1 each year.

Garrity Educator Hires: External Candidates

This school year, we hired more new-to-BPS Garrity educators than any year in the past 5 years

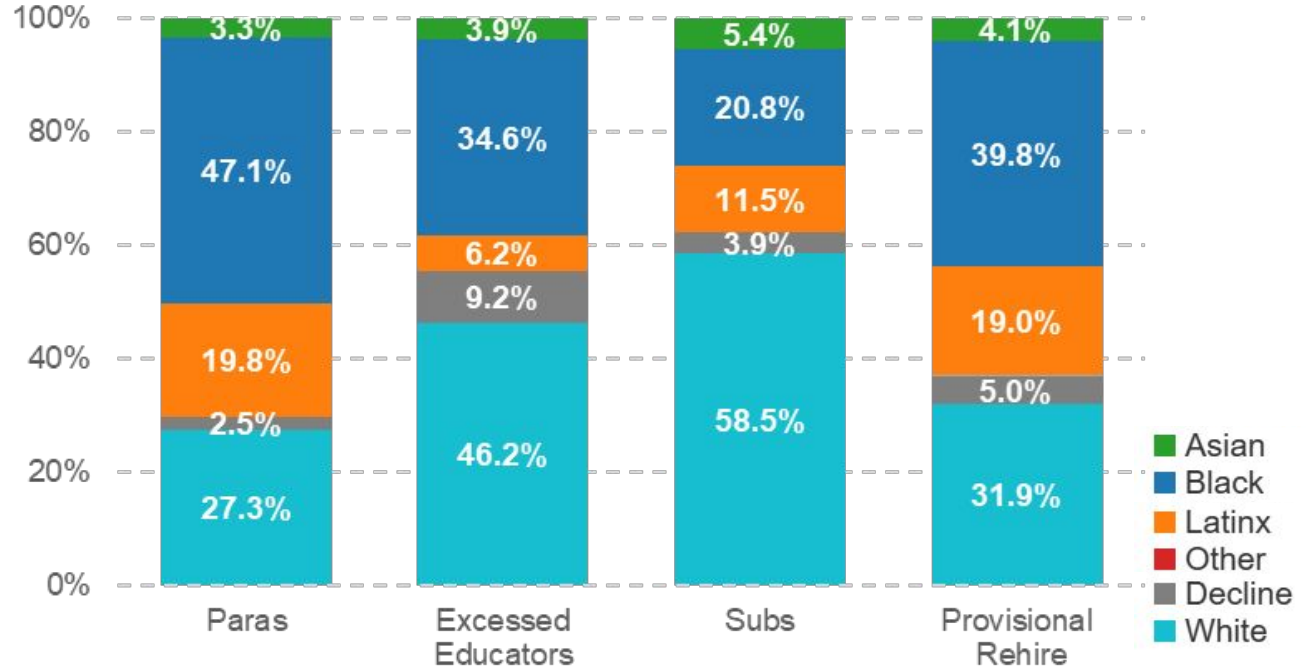


Total External Garrity Educator Hires	338	277	263	238	346
% Garrity Educators of Color	39.4%	36.1%	48.3%	55.8%	44.2%

Data is as of 10/1 each year.

Garrity Educator Hires: Internal Candidates

Compared to last school year, the number of paras and substitutes who transitioned into Teacher or Guidance Counselor roles nearly doubled

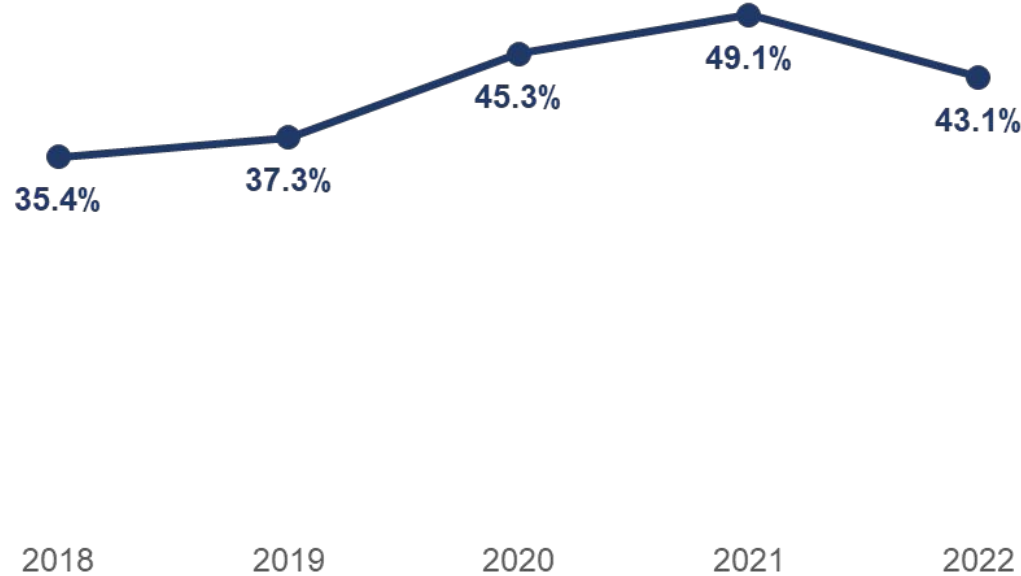


Total Internal Educators Hires	121	130	130	342
% Educators of Color	70.3%	44.6%	37.7%	63.2%

Data is as of 10/1.

Garrity Educator Hires: Linguistic Diversity

Garrity hires' self-reported fluency in a BPS language declined for the 2022-2023 school year; however, proficiency of hires remains above the 5-year average



Official BPS Languages:

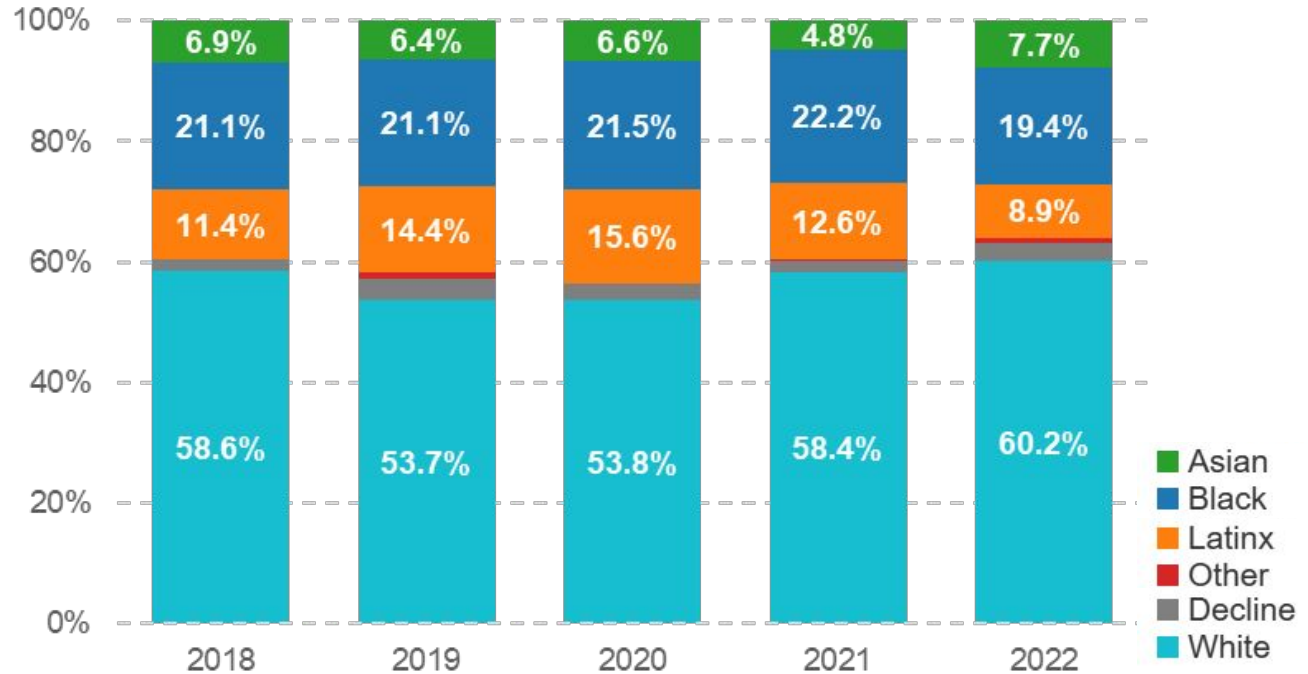
- Arabic
- Chinese Cantonese
- Chinese Mandarin
- Cabo Verdean Creole
- French
- Haitian Creole
- Portuguese
- Somali
- Spanish
- Vietnamese

Data is as of 10/1 each year.

Garrity Educator Exits

(Retirements, Resignations, Non-Renewal, etc.)

Educators of Color continue to exit the district at lower rates than their White counterparts



Total Garrity Educator Exits	360	361	275	328	392
% Garrity Educators of Color Exits	39.4%	42.7%	43.6%	39.0%	36.7%

Data is as of 10/1 each year.

Appendix

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.”

Recruitment Team

- Recruitment Efforts for 2022:
 - Early Hiring Pool (EHP) to support school-based hiring efforts yielding 539 candidates of which 196 were hired.
 - RCD hosted three (3) fairs specifically for candidates of color: A Diversity Fair, an Latinx Educator Fair and a Multilingual Educator Fair
 - Hired two new Recruitment Managers to put more focus on our government, non-profit and faith-based community partners and historically black colleges and universities.
 - Hosted Experienced Educators Fair for the 3 closing schools and two additional fairs in the Summer/September for Vacant positions.
 - 1 to 1 Coaching on Resume, Cover Letter and Interview skills
 - Partnered with the City of Boston on 4 City Wide Job Fairs in our most diverse neighborhoods.
 - Increased presence of BPS opportunities through marketing and advertising
 - Held 7-six session ParaPro prep courses between March and August and served 164 candidates.

BPS MTEL Prep Requests SY 2021-2022

Total MTEL Prep Requests in SY 2020-2021: 800

Total MTEL Prep Requests in SY 2021-2022: 1,147

The Data Below Reflects Priority Focus of ESL MTEL Prep in Summer 2022

ESL MTEL Prep Requests by Race N=362 Summer 2022		Numbers
Black	38.7%	140
Latinx	16.6%	60
Asian	6.1%	22
White	27.9%	101
Decline to Identify	9.9%	36

ESL MTEL Prep Requests by Position N=404 Summer 2022		Numbers
Paraprofessionals	18%	71
Substitute teachers	2%	10
School/District Staff	37%	150
Teachers and Teachers on Waivers	43%	173

BPS MTEL Prep Progress

Between 2018-2022: 470 Aspiring Educators of Color Passed An MTEL

- Winter 2018 to Winter 2020:
199 Aspiring Educators of Color Passed an MTEL
- July 2020 to September 2022:
271 Aspiring Educators of Color Passed an MTEL

BPS TEACHER PIPELINE PROGRAMS

Teacher Cadet Program

We believe the next generation of BPS teachers is in our classrooms right now.

The Teacher Cadet (TC) Program last year served 63 Students from representing 11 schools in the district. Of our graduating senior class, 100% of college applicants were accepted and now attend college full time after completing our College Readiness Mentorship.

- First cohort of Cadets graduating from college in Spring 2023, will begin prep for their licensure process before graduation
- Curriculum has been revamped to focus on critical thinking, developing communication skills, social-emotional learning, and cultural responsiveness – all tenets of a well rounded and effective educator
- Will be piloting our TC Ambassadors program in January 2023, getting high school students hands-on experience working with kids in afterschool programs around the city, in addition to our weekly Zoom sessions

BPS TEACHER PIPELINE PROGRAMS

George B. Cox Equity in Urban Education Fellowship

The George B. Cox fellowship was designed to provide entry level positions for early career professionals, specifically those of color. The cohort of fellows will have each other to learn from and connect with as they develop into seasoned professionals.

There are currently 2 active fellows:

- **Bilingual Education Recruitment Fellow**
- **Data Analyst Fellow**

Expansion for 2022-23

- **Teacher Cadet Fellow**
- **Retention Fellow**
- **RCD Office Fellow**

George B. Cox Equity in Urban Education Fellowship

is named in honor of a beloved educator, leader, writer, mentor, and advocate for Boston's children and families. In memory, his college-mate, Charles Yancey, who later served as a Boston City Councilor, remembered George Cox, as "a dedicated warrior for human rights, high-quality integrated education, diversity, and justice. He fought against racism, sexism, intolerance, and discrimination. He was strategic in his approach and he was a strong mentor to many young people in our country.

BPS TEACHER PIPELINE PROGRAMS

Bilingual Educators & Accelerated Community to Teacher Program [BE/ACTT] for Preservice Teachers

2022-2023 Cohort

- 41 Pre-service Candidates
- 6 Bilingual Candidates
- Demographics of Candidates :
 - Black % - 19
 - Latinx % - 6
 - White % - 6
 - Asian % - 6

MIT Teaching Systems Lab, Partner Study: “Teacher Moments and Beginning Teachers’ Equity-minded Responses”

SY23-24 Targets:

- Increase ACTT from 36 to 65
- Increase BE/ACTT from 6 to 16

Program Description

The BPS Bilingual Educators & Accelerated Community to Teacher is an intensive 12-month program designed to prepare racially, culturally and linguistically diverse Boston residents, career-changers, or BPS paraprofessionals and substitutes who hold a Bachelor’s degree and experience working with children in a classroom setting to become novice BPS teachers with a provisional license.

BPS TEACHER PIPELINE PROGRAMS

The BPS Teaching Fellowship

100% Endorsed in either ESL or Moderate Disabilities

100% Endorsed in Sheltered English Immersion (SEI)

100% Hired as Full-time BPS Teachers

75% Cultivated through our BE/ACTT program

92% of the Current Cohort are Educators of Color

The BPS Teaching Fellowship is an accelerated program that prepares in-service, culturally competent teachers within the Boston community to lead our students to academic success. BPS is the only district in Massachusetts that has a DESE-approved Initial Licensure in Elementary, Moderate Disabilities and ESL. Full year of coaching, dual certification in either ESL or Moderate Disabilities

Retention Programs and Services

Degree Completion Partners

- Associates Degree
 - [DUET/Southern New Hampshire University](#)
- Bachelor's Degree
 - [Boston College](#)
 - [DUET/Southern New Hampshire University](#)
 - [Excelsior College](#)
 - [Grand Canyon University](#)
 - [Merrimack College](#)
 - [Regis College](#)
- Certificate Programs and Additional Licensure
 - [Boston College](#) - Certificate Programs
 - [Endicott College](#) - Moderate/Severe Disabilities/ESL
 - [Emmanuel College](#) - Moderate Disabilities/ESL
 - [Grand Canyon University](#) - Moderate/Severe Disabilities
 - [Merrimack College](#) - Moderate Disabilities/ESL license
- Master's Degree & CAGS
 - [B/U - Wheelock College](#)
 - [Emmanuel College](#)
 - [Endicott College](#)
 - [Merrimack College](#)
 - [Northeastern University](#)
 - [Regis College](#)
 -
- Doctorate
 - [B/U - Wheelock College of Education](#)
 - [Grand Canyon University](#)
 - [Regis College](#)

Retention Programs and Services

Diversity Programs

- [Women Educators of Color \(WEOC\) Executive Coaching Leadership Program](#)
- [Male Educators of Color \(MEOC\) Executive Coaching Program](#)
- Keith Love Educators of Peer Mentoring Program
- [ALANA \(African, Latinx, Asian, and Native American\) Educators Program](#)
- School Leaders of Color (SLOC) Network
- Affinity Group Gatherings (Central-Office/School-Based)
- [Pathway Programs for Licensure and Professional Practice](#)
- [Educators of Color Monthly Newsletter](#)
- Exit Interviews for School-Based and Central Office Staff of Color

Schools Set Ambitious Diversity Hiring Goals



For the second year, all schools were asked to set hiring goals for the diversity of educators hired for the 2022-2023 school year

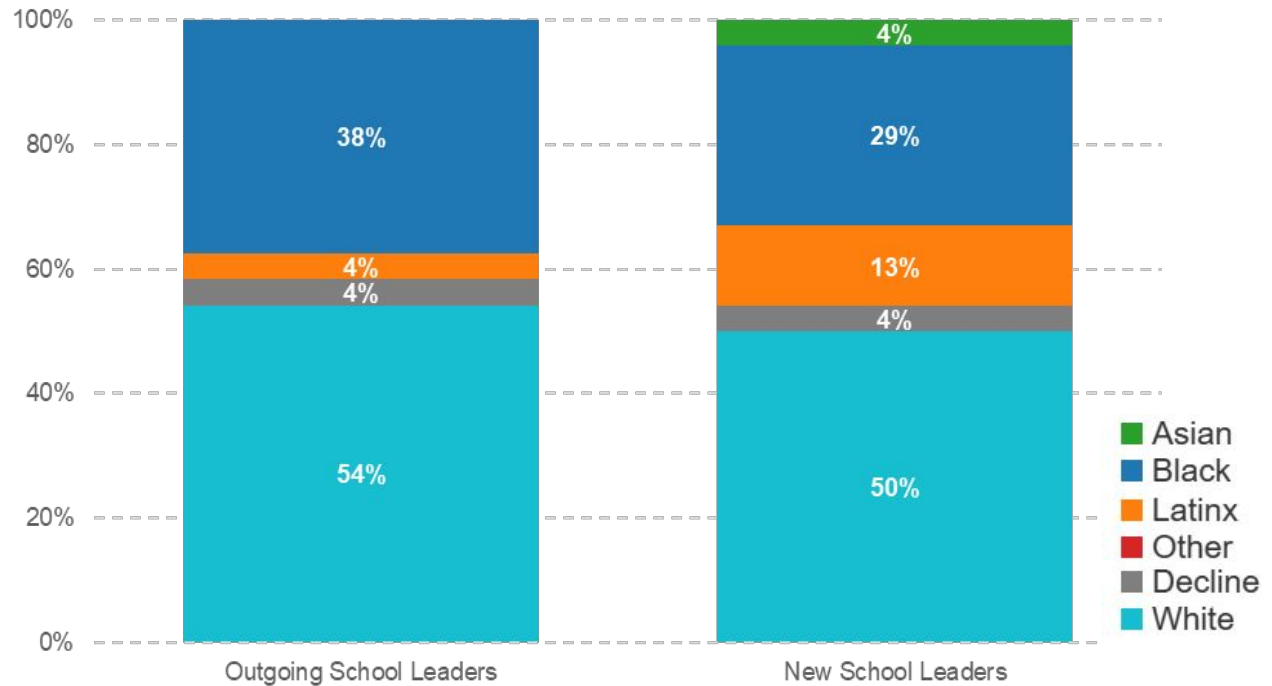
70% the average hiring goal set by our schools

101 schools set diversity hiring goals

30 schools met or exceeded their goals

School Leader Turnover and Hiring Demographics

Nearly half of the 24 school leaders who left their positions at the end of 2021-2022 did so for another in-district position



Data is as of 10/1.