Educator Diversity Data
as presented at the November 2nd, 2022
School Committee Meeting

Oppportunity & Achievement Gaps Taskforce

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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)
Our overall workforce is a majority staff of color.

Non-Garrity, school-budgeted staff are our most diverse group of employees.
The diversity of Garrity educators in the district continues to increase compared to prior years.

Snapshot: Garrity Educators 2018-2022

Data is as of 10/1 each year.
This school year, we hired more new-to-BPS Garrity educators than any year in the past 5 years.

Total External Garrity Educator Hires

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Hires</th>
<th>% Garrity Educators of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>338</td>
<td>39.4%</td>
</tr>
<tr>
<td>2019</td>
<td>277</td>
<td>36.1%</td>
</tr>
<tr>
<td>2020</td>
<td>263</td>
<td>48.3%</td>
</tr>
<tr>
<td>2021</td>
<td>238</td>
<td>55.8%</td>
</tr>
<tr>
<td>2022</td>
<td>346</td>
<td>44.2%</td>
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Compared to last school year, the number of paras and substitutes who transitioned into Teacher or Guidance Counselor roles nearly doubled.
Educators of Color continue to exit the district at lower rates than their White counterparts.
Analysis of Hiring Data

- Garrity Educators refers to Teachers and Guidance Counselors
- The district’s percent of educators who identify as people of color increased by over 1%, and over 0.5% was an increase in the percentage of black educators.
- **Over 1,300 teacher and guidance counselor hires along with 300 waivers granted**
- 346 of our teacher/guidance hires are new to BPS. Though we saw a dip in the overall diversity of our external hires, this school year brought more external hires into BPS than any year in the past 5 years and a 45% increase over last school year.
- Paraprofessionals were our most diverse source of internal candidates moving into teacher/guidance roles, and we had nearly twice as many paras transition to these roles this year compared to last year.
- We continue to seen an uptick in the number of exits over prior years; however, the proportion of exits who identify as educators of color is lower than the proportion of educators of color in the general population of teacher/counselors.