



Public Schools of Brookline



RECRUITING & HIRING PROFILE

SCHOOL COMMITTEE PRESENTATION

NOVEMBER 8, 2018

The Presentation in 3 parts



Part 1 - What we Did

Part 2 - Our Results

Part 3 - What more we can do

What We Did Advertising

3

○ Websites & Job Fairs

- Greater Boston School Human Resources Network (GBSHN)
- Mass Association of School Personnel Administrators (MASPA)
- Mass Partnership for Diversity in Education (MPDE)
- Indeed
- ZipRecruiter
- School Spring
- Lesley University Job Fair
- Bridgewater State University Job Fair
- Various Community College and Universities in the area

Recruiting

4

New Hiring & Onboarding Activities

- Change in Onboarding procedures
 - Increased retention
 - Reduced usage of District resources
- Paraprofessional Hiring Changes
 - Posted one District position to decrease competition among buildings
 - Principal lead interview teams worked this summer
- Unit A & B Interview Committees
 - The District mandated interview committees which included parental involvement for Unit A and B positions;
 - Increased focused on diversity hiring
 - Diversity of perspective and voice on interview committees

OUR RESULTS

Educator Hiring

5

- 98 New Unit A staff
 - 18/98 or 18.38% are staff of color*
- 99 New Paraprofessionals
 - 39/99 or 39.39% are staff of color*
- 18 New Administrators (Non-aligned and Unit B)
 - 7/18 or 38.89% are staff of color*

*Of color: Ethnicity = *Hispanic/Latino*

Race = *American Indian/Alaska Native, Asian, Black/African American, Native Hawaiian/Pacific Islander, 2 or more races*

Staff Demographics

6

New Hires

- Gender
 - Male: 48/215 or 17.35%
 - Female: 167/215 or 82.65%

Overall District Numbers (Full-time)

- Staff of Color* - 118/910 or 12.97%
- Gender
 - Male: 167/910 or 18.35%
 - Female: 741/910 or 81.43%

*Of color: Ethnicity = *Hispanic/Latino*

Race = *American Indian/Alaska Native, Asian, Black/African American, Native Hawaiian/Pacific Islander, 2 or more races*

New Teachers and Paraprofessionals Past 5 Years

7

- **2018-2019**
 - 57/197 (28.9%) Educators of Color
 - 140/197 (71.1%) White
- **2017-2018**
 - 54/203 (26.6%) Educators of Color
 - 149/203 (73.4%) White
- **2016-2017**
 - 46/205 (22.4%) Educators of Color
 - 159/205 (77.6%) White
- **2015-2016**
 - 14/83 (17%) Educators of Color
 - 69/83 (83%) White
- **2014-2015**
 - 10/68 (15%) Educators of Color
 - 58/68 (85%) White

Comparable Districts Educators of Color (2017-2018)*

8

	2017 - 2018	FTE	2016 - 2017
Arlington	6.6%	736.2	9.9%
Brookline	15.0%	1242	13.8%
Lexington	9.8%	1092.8	9.4%
Needham	6.6%	771.9	7.0%
Newton	12.4%	2172.2	11.9%
Wellesley	7.7%	853.3	7.7%
Weston	11.5%	349.4	11.9%
Boston	47.9%	7496.3	47.6%
Cambridge	25.1%	1320.5	23.9%
Massachusetts	10.1%	132,765	9.7%

Sources: DESE EPIMS data 2017-2018, National Center for Education Statistics

WHAT MORE WE CAN DO

Recruiting 2019-2020 Challenges and Opportunities

9

Change the timing of our postings and hiring season

- Particularly important for harder to fill positions and paraprofessional positions
- Increase the amount of time to recruit and hire

Transportation

- Harder to staff buildings
- longer commutes

Attend more college and university recruiting fairs

- Out of region and out of state fairs
- host a paraprofessional job fair

Be more competitive in the market

- Align our pay practices with district philosophy

Your turn

10

- Questions?
- Comments