

Staffing and Affirmative Action Update

Cambridge Public Schools

Office of Human Resources

Office of Affirmative Action

October 2014

SY 2014/15

New Teacher Hires

- 100 new teachers hired for SY 2014/15
 - 49 classroom teachers
 - 25 specialist teachers (e.g. World Language, Technology, Visual and Performing Arts, etc.)
 - 26 special education teachers

- 26 (26%) are teachers of color

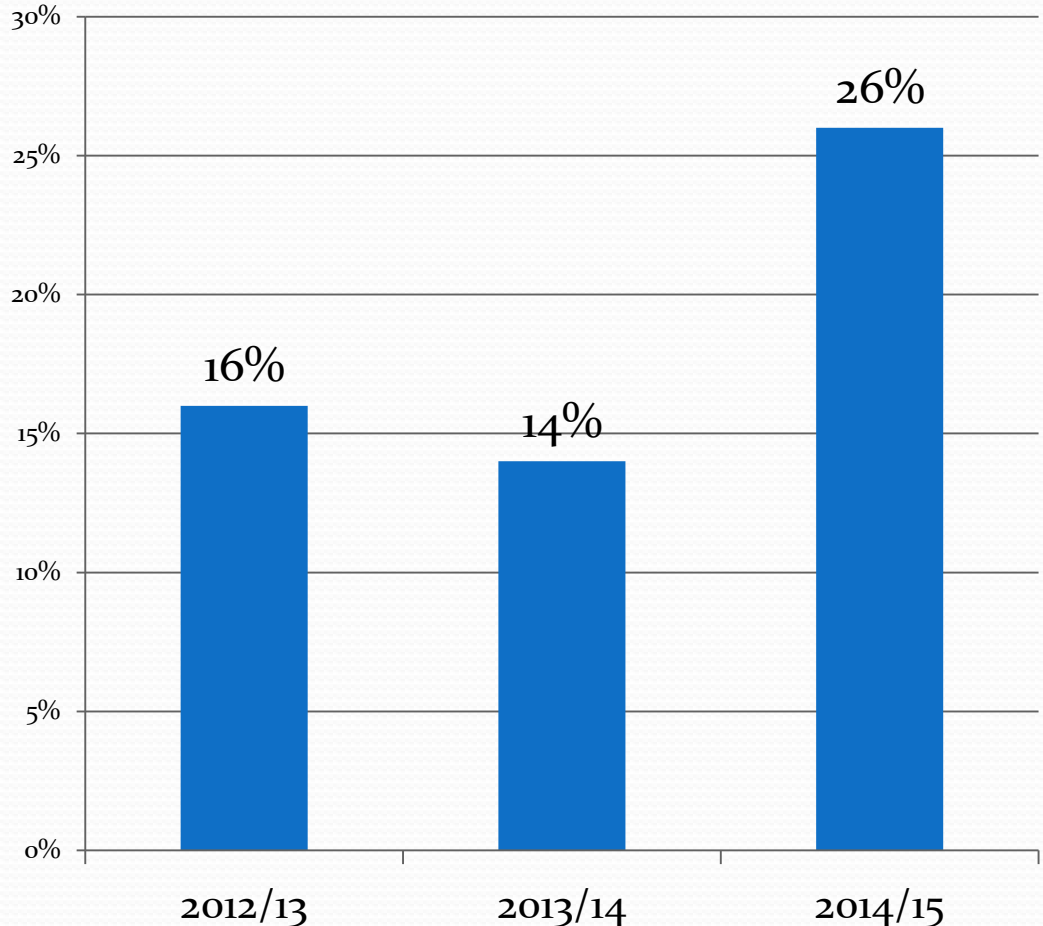
SY 2014/15

Teacher of Color Hires: By Grade Level

	Total Hires	No. Diverse Hires	% Diverse Hires
Elementary (JK-5)			
Classroom Teachers	23	13	56%
Specialists	12	1	8%
Special Education	15	2	13%
Upper School (6-8)			
Classroom Teachers	9	2	22%
Specialists	9	2	22%
Special Education	7	1	14%
High School 9-12			
Classroom Teachers	17	5	29%
Specialists	4	0	0%
Special Education	4	0	0%
TOTAL:	100	26	26%

3-Year Trend: CPS Diverse Teacher Hires

The percent of diverse teacher hires increased by 12% over the previous school year (from 14% to 26%). However, teacher attrition offset any overall increase in representation. This is an important area of focus.



3-Year Trend: CPS Overall Staff Diversity

	<u>SY</u>		
	12/13	13/14	14/15
Officials/Administrators	25%	25%	21%
Principals	36%	36%	36%
Assistant Principals/Deans	58%	58%	58%
Teachers	19%	19%	19%
Paraprofessionals/Aides	28%	31%	31%
Clerks	17%	21%	31%
Technicians	34%	38%	38%
Craft Workers	10%	10%	8%

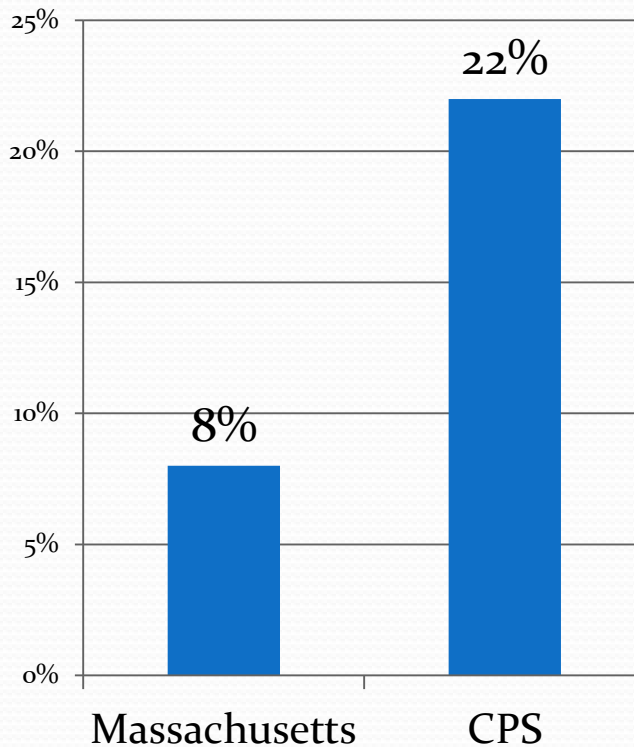
Public School Staff Race/Ethnicity State-Wide /Cambridge Public Schools

SY 2013-14
Comparative Data

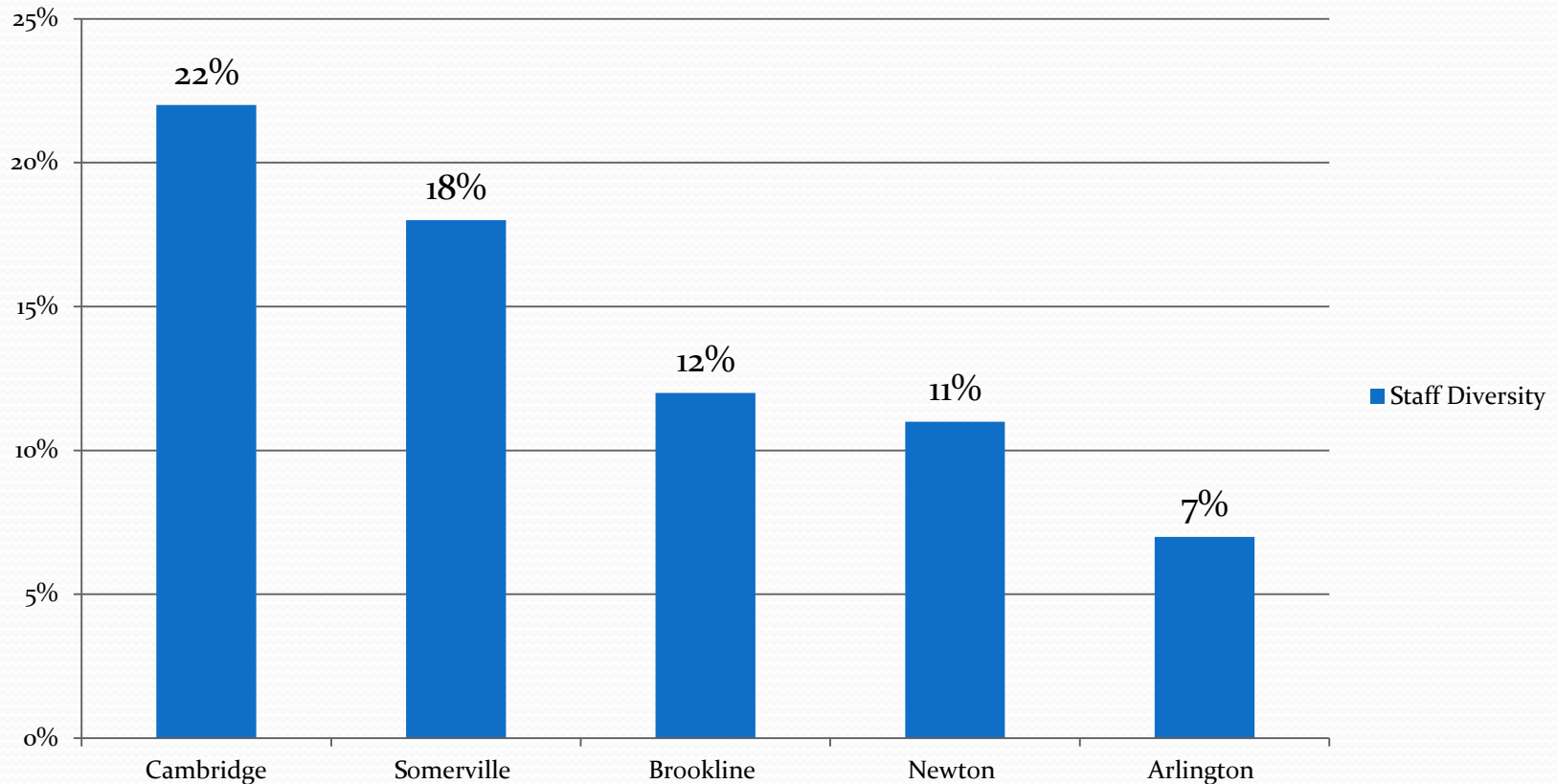
Data Source For Slides 6-8:
Massachusetts School and District
Profiles 2013-14

Race/Ethnicity and Gender Staffing
Report
(District) by Full-Time Equivalents

http://profiles.doe.mass.edu/state_report/teacherbyracegender.aspx

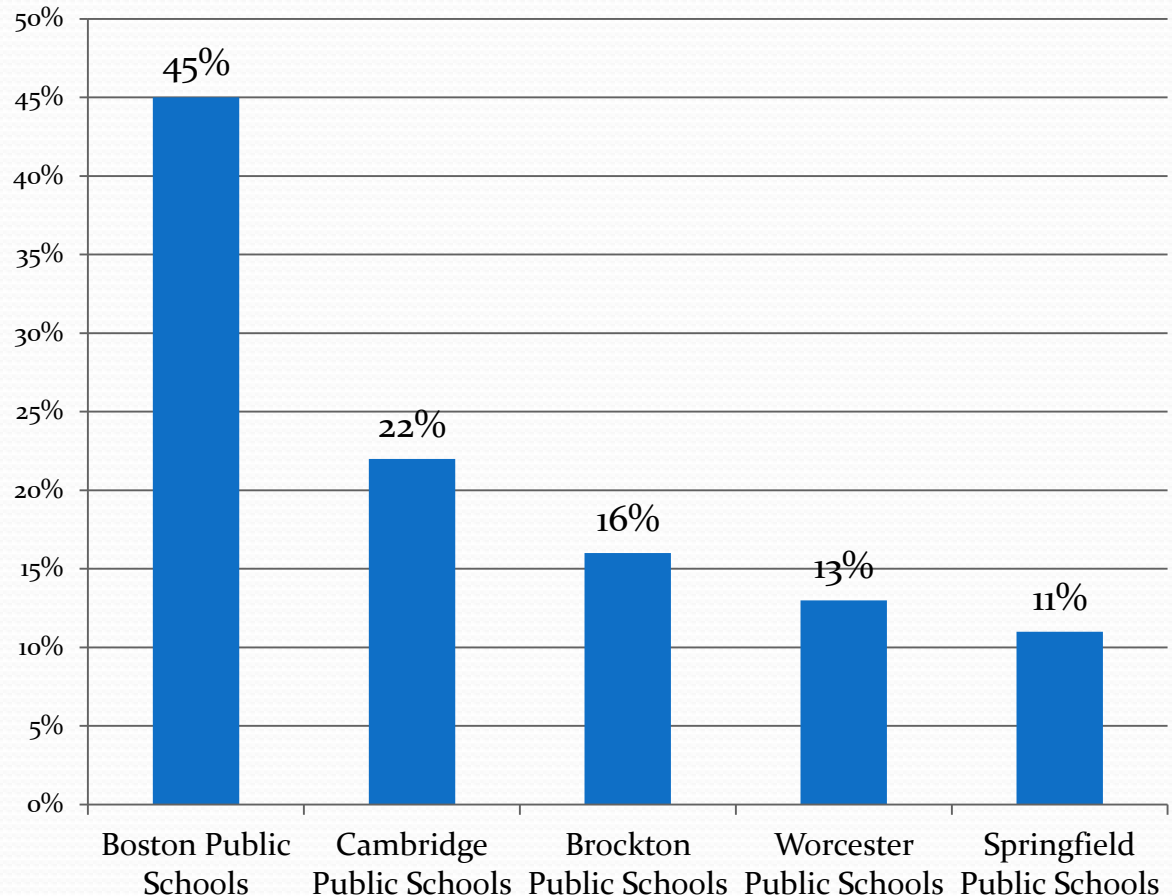


Massachusetts Public School Staff Race/Ethnicity Cambridge Public Schools and Proximate Districts



Massachusetts Public School Staff Race/Ethnicity Top Five Employers of Diverse Staff

Of the 351 school districts in Massachusetts, Cambridge is 2nd in the State in its percent of staff diversity, and one of the top five employers of educators of color



Today's Students, Tomorrow's Teachers (TSTT)

- TSTT is a new initiative funded by the School Committee to begin to develop a future pipeline of diverse Cambridge educators
- TSTT provides mentorship and guidance to students enrolled in the program throughout their high school and college years, with accompanying scholarships through partner colleges
- Awareness building and initial student recruitment into the TSTT program is under way in collaboration with the CRLS guidance office.

Affirmative Action Office Focus

- Equity and Fairness
- 504 Accommodations
- Civil Rights: State and Federal Coordinated Reviews
- Recruitment and Hiring
- Affirmative Action Advisory Committee