

Telephone (617) 559-6005
Fax (617)559-6010

Office of Human Resources

M e m o r a n d u m

TO: David Fleishman, Superintendent
FROM: Heather Richards, Director of Human Resources
DATE: November 25, 2013
RE: Diversity Hiring Update

As Newton Public Schools continues our commitment to increasing diversity including expanding the staff and educators of color, enclosed is our diversity hiring report. This report is generated on an annual basis following the October 1 employment data. There have been a number of new recruitment efforts that were implemented last year (using digital networks, working with a recruiter, cultivating relationships with universities, etc.).

There has been an increase in the number of staff of color hired in Newton Public Schools in FY14. In FY13 there were 43 staff of color hired and in FY14, there were 63 newly hired staff of color. This represents a 2.5% increase in our new hires this year. In addition, the total staff of color at NPS is 10.5%, the highest in five years. We have made progress in hiring in Units A (teachers) and Unit C (aides), but one area where we need to continue to make concerted efforts is in hiring and cultivating educators for future administrative opportunities.

The shortage of educators of color is an issue that is now being addressed by a task force developed with the Department of Elementary and Secondary Education. The task force has noted that the challenge of diversity hiring is magnified by the fact that 34% of the non-white educator workforce is 54 or older and that 80% of the MTEL test takers are white. Their goal is to increase the total educators of color in Massachusetts from 7.1% in 2012 to 10.2% by 2017.

We will continue to search for new avenues to increase diversity and work closely with the DESE task force to enhance our efforts. I look forward to discussing the diversity hiring update in more detail on Monday night.

Newton Public Schools - Diversity Report - 2013-2014
 Data for this report is based on employee self-identification at time of hire

October 21, 2013

Table 1: New Hires Since October, 2012: Numbers and Percentages of Staff of Color**

Category	Total New Staff *	African American		American Indian		Asian		Hispanic		Other		Total New Staff * of Color	Percent New Staff of Color
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Central Staff	0	0	0	0	0	0	0	0	0	0	0	0	N/A
Secondary Principals	1	0	0	0	0	0	0	0	0	0	0	0	0.00%
Elementary Principals	2	0	0	0	0	0	0	0	0	0	0	0	0.00%
Non-Aligned Staff & Administrators	4	0	0	0	1	0	0	0	0	0	0	1	25.00%
Unit A: Teachers, Specialists, Counselors, Social Workers, and Psychologists	167	2	3	0	0	1	9	0	3	0	1	19	11.38%
Unit B: Asst. Principals, Directors, Department Heads, Housemasters, Coordinators, and Supervisors	7	0	0	0	1	0	1	0	0	0	0	2	28.57%
Unit C: Teacher Aides/Interns/Coops	253	5	8	0	0	1	3	1	6	1	0	25	9.88%
Unit D: Instructional Support Staff	40	2	0	0	0	0	3	2	2	0	0	9	22.50%
Unit E: Admin. Technology Specialists, Community Education Employees, etc.	4	0	0	0	0	0	0	0	0	0	0	0	0.00%
Long Term Substitutes	11	0	0	0	0	0	1	0	0	1	0	2	18.18%
NESA: Secretaries	5	0	0	0	0	0	0	0	0	0	0	0	0.00%
Custodians	9	1	0	0	0	0	0	1	0	0	0	2	22.22%
Elementary Lunch Staff	8	0	1	0	0	0	0	0	1	0	0	2	25.00%
METCO Bus Monitors	1	0	1	0	0	0	0	0	0	0	0	1	100.00%
Totals	512	10	13	0	2	2	17	4	12	2	1	63	12.30%

* Note: Total staff refers to the number of individuals on staff regardless of their FTE. For example, as of October 21, 2013 Newton employed 1,329 Unit A members with a total FTE of 1,227.60 and 684 Unit C members with a total FTE of 600.23. These numbers include staff who are paid through the general fund, state, federal and private grants as well as revolving accounts.

** New Hires include anyone who moved into a different category.

Table 2: Numbers and Percentages of Staff of Color

Category	Total Staff *	African American		American Indian		Asian		Hispanic		Other		Total Staff * of Color	Percent Staff of Color
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Central Staff	6	0	0	0	0	0	0	0	0	0	0	0	0.00%
Secondary Principals	6	0	0	0	0	0	0	0	0	0	0	0	0.00%
Elementary Principals	15	0	0	0	0	0	1	0	0	0	0	1	6.67%
Non-Aligned Staff & Administrators	30	1	0	0	1	1	1	0	0	0	0	4	13.33%
Unit A: Teachers, Specialists, Counselors, Social Workers, and Psychologists	1,329	14	18	1	0	8	47	4	32	1	3	128	9.63%
Unit B: Asst. Principals, Directors, Department Heads, Housemasters, Coordinators, and Supervisors	66	2	2	0	1	1	1	0	0	0	0	7	10.61%
Unit C: Teacher Aides/Interns/Coops	684	9	19	0	0	2	24	1	14	1	2	72	10.53%
Unit D: Instructional Support Staff	74	3	3	0	0	0	4	2	2	0	0	14	18.92%
Unit E: Admin. Technology Specialists, Community Education Employees, etc.	31	1	0	0	0	0	0	0	0	0	0	1	3.23%
Long Term Substitutes	20	1	0	0	0	0	1	0	0	1	0	3	15.00%
NESA: Secretaries	82	0	3	0	0	0	3	0	0	0	0	6	7.32%
Custodians	83	6	0	0	0	0	0	3	0	0	0	9	10.84%
Elementary Lunch Staff	30	1	5	0	0	0	1	0	2	0	0	9	30.00%
METCO Bus Monitors	5	0	5	0	0	0	0	0	0	0	0	5	100.00%
Totals	2,461	38	55	1	2	12	83	10	50	3	5	259	10.52%

* Note: Total staff refers to the number of individuals on staff regardless of their FTE. For example, as of October 21, 2013 Newton employed 1,329 Unit A members with a total FTE of 1,227.60 and 684 Unit C members with a total FTE of 600.23. These numbers include staff who are paid through the general fund, state, federal and private grants as well as revolving accounts.

Table 3 - Historical Data - School Years 2008-2009 through 2013-2014

Category	Total Staff *						Total Staff * of Color						Percentage of Staff of Color					
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Central Staff	8	8	8	6	6	6	1	1	0	0	0	0	12.50%	12.50%	0.00%	0.00%	0.00%	0.00%
Secondary Principals	6	6	6	6	6	6	1	0	0	0	0	0	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
Elementary Principals	15	15	15	15	15	15	1	1	1	1	1	1	6.67%	6.67%	6.67%	6.67%	6.67%	6.67%
Non-Aligned Staff & Administrators	21	27	26	29	29	30	1	1	1	2	3	4	4.76%	3.70%	3.85%	6.90%	10.34%	13.33%
Unit A: Teachers, Specialists, Counselors, Social Workers, and Psychologists	1,168	1,189	1,208	1,201	1,249	1,329	103	107	111	115	114	128	8.82%	9.00%	9.19%	9.58%	9.13%	9.63%
Unit B: Asst. Principals, Directors, Department Heads, Housemasters, Coordinators, and Supervisors	63	64	62	60	62	66	7	7	6	6	5	7	11.11%	10.94%	9.68%	10.00%	8.06%	10.61%
Unit C: Teacher Aides	573	624	645	627	652	684	70	64	63	60	70	72	12.22%	10.26%	9.77%	9.57%	10.74%	10.53%
Unit D: Instructional Support Staff	57	63	71	67	75	74	5	5	8	9	9	14	8.77%	7.94%	11.27%	13.43%	12.00%	18.92%
Unit E: Admin. Technology Specialists, Community Education Employees, etc.	30	33	32	31	31	31	1	2	3	2	2	1	3.33%	6.06%	9.38%	6.45%	6.45%	3.23%
Long Term Substitutes	13	7	22	22	17	20	0	0	0	1	0	3	0.00%	0.00%	0.00%	4.55%	0.00%	15.00%
NESA: Secretaries	89	90	85	80	80	82	5	6	5	8	6	6	5.62%	6.67%	5.88%	10.00%	7.50%	7.32%
Custodians	83	83	83	81	84	83	5	7	7	7	7	9	6.02%	8.43%	8.43%	8.64%	8.33%	10.84%
Nutrition Workers Unit	80	74	43	N/A	N/A	N/A	10	11	4	N/A	N/A	N/A	12.50%	14.86%	9.30%	N/A	N/A	N/A
Elementary Lunch Staff	103	16	24	27	30	30	25	4	8	6	7	9	24.27%	25.00%	33.33%	22.22%	23.33%	30.00%
METCO Bus Monitors	5	5	5	5	4	5	5	5	5	5	4	5	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Totals	2,314	2,304	2,335	2,257	2,340	2,461	240	221	222	222	228	259	10.37%	9.59%	9.51%	9.84%	9.74%	10.52%

* Note: Total staff refers to the number of individuals on staff regardless of their FTE. For example, as of October 21, 2013 Newton employed 1,329 Unit A members with a total FTE of 1,227.60 and 684 Unit C members with a total FTE of 600.23. These numbers include staff who are paid through the general fund, state, federal and private grants as well as revolving accounts.

Table 4 - Historical Data - Numbers and Percentages of Staff By Gender - School Years 2010-2011 through 2013-2014

Category	2010-2011					2011-2012					2012-2013					2013-2014				
	Females	Males	Total Staff *	Percent Females	Percent Males	Females	Males	Total Staff *	Percent Females	Percent Males	Females	Males	Total Staff *	Percent Females	Percent Males	Females	Males	Total Staff *	Percent Females	Percent Males
Central Staff	4	4	8	50.0%	50.0%	4	2	6	66.7%	33.3%	4	2	6	66.7%	33.3%	4	2	6	66.7%	33.3%
Secondary Principals	2	4	6	33.3%	66.7%	2	4	6	33.3%	66.7%	2	4	6	33.3%	66.7%	1	5	6	16.7%	83.3%
Elementary Principals	8	7	15	53.3%	46.7%	10	5	15	66.7%	33.3%	11	4	15	73.3%	26.7%	12	3	15	80.0%	20.0%
Non-Aligned Staff & Administrators	20	6	26	76.9%	23.1%	19	10	29	65.5%	34.5%	20	9	29	69.0%	31.0%	21	9	30	70.0%	30.0%
Unit A: Teachers, Specialists, Counselors, Social Workers, and Psychologists	896	312	1,208	74.2%	25.8%	891	310	1,201	74.2%	25.8%	943	306	1,249	75.5%	24.5%	1,009	320	1,329	75.9%	24.1%
Unit B: Asst. Principals, Directors, Department Heads, Housemasters, Coordinators, and Supervisors	40	22	62	64.5%	35.5%	39	21	60	65.0%	35.0%	40	22	62	64.5%	35.5%	45	21	66	68.2%	31.8%
Unit C: Teacher Aides	531	114	645	82.3%	17.7%	518	109	627	82.6%	17.4%	538	114	652	82.5%	17.5%	556	128	684	81.3%	18.7%
Unit D: Instructional Support Staff	51	20	71	71.8%	28.2%	53	14	67	79.1%	20.9%	54	21	75	72.0%	28.0%	59	15	74	79.7%	20.3%
Unit E: Admin. Technology Specialists, Community Education Employees, etc.	15	17	32	46.9%	53.1%	14	17	31	45.2%	54.8%	16	15	31	51.6%	48.4%	14	17	31	45.2%	54.8%
Long Term Substitutes	18	4	22	81.8%	18.2%	20	2	22	90.9%	9.1%	15	2	17	88.2%	11.8%	12	8	20	60.0%	40.0%
NESA: Secretaries	85	0	85	100.0%	0.0%	80	0	80	100.0%	0.0%	80	0	80	100.0%	0.0%	82	0	82	100.0%	0.0%
Custodians	3	80	83	3.6%	96.4%	7	74	81	8.6%	91.4%	7	77	84	8.3%	91.7%	7	76	83	8.4%	91.6%
Nutrition Workers Unit	41	2	43	95.3%	4.7%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Elementary Lunch Staff	20	4	24	83.3%	16.7%	21	6	27	77.8%	22.2%	23	7	30	76.7%	23.3%	25	5	30	83.3%	16.7%
METCO Bus Monitors	0	5	5	0.0%	100.0%	5	0	5	100.0%	0.0%	4	0	4	100.0%	0.0%	5	0	5	100.0%	0.0%
Totals	1,734	601	2,335	74.3%	25.7%	1,683	574	2,257	74.6%	25.4%	1,757	583	2,340	75.1%	24.9%	1,852	609	2,461	75.3%	24.7%

* Note: Total staff refers to the number of individuals on staff regardless of their FTE. For example, as of October 21, 2013 Newton employed 1,329 Unit A members with a total FTE of 1,227.60 and 684 Unit C members with a total FTE of 600.23. These numbers include staff who are paid through the general fund, state, federal and private grants as well as revolving accounts.

Table 5 - Number of Unit A Staff By Job Description By Race

Job Class Description	African-American	American Indian	Asian	Hispanic	Other	Caucasian	Total Staff*
ADAPTED PE TEACHER						13	13
ART TEACHER			1			30	31
BOARD CERT BEHAVIOR ANLST				1		4	5
BUSINESS TEACHER						4	4
CAREER & TECH ED TEACHER			1			10	11
CAREER&TECH ED COUNSELOR						1	1
CHINA EXCHANGE TEACHER						1	1
COUNSELOR	3		1			11	15
COUNSELOR-SPECIAL PROGRAM						2	2
DRAMA TEACHER						4	4
ELEM CURR SPEC - LITERACY						2	2
ELEM CURR SPEC - MATH						1	1
ELL LIAISON						1	1
ENGLISH TEACHER	3	1	5	3		78	90
ENRICHMENT TEACHER						2	2
ESL TEACHER	1		2	2		32	37
FAMILY & CONSUMER SCIENCE						4	4
GRADE 1 TEACHER				2		45	47
GRADE 2 TEACHER	2		1	1		42	46
GRADE 3 TEACHER	1		2	1		43	47
GRADE 4 TEACHER	1		2	1		42	46
GRADE 5 TEACHER	1		3	2		40	46
GRADE K TEACHER	2		1	3		40	46
GRADE K/1 TEACHER						2	2
GUIDANCE COUNSELOR	4		3			30	37
HEALTH TEACHER						7	7
HEARING IMPAIRED TEACHER						2	2
INCLUSION FACILITATOR						38	38
INSTRUCTIONAL TECH SPEC				1		14	15
LEARNING CENTER TEACHER						56	56
LIBRARY TEACHER				1		20	21
LITERACY SPECIALIST			1	1		17	19
LONG TERM TEACHER SUB	1					0	1
MATH TEACHER	1		6	2		75	84
MATH COACH	1		1		1	10	13
MEDICAL SERVICES - OT			1			15	16
MEDICAL SERVICES - PT						5	5
MUSIC TEACHER	2					29	31
NTA PRESIDENT						1	1

Table 5 - Number of Unit A Staff By Job Description By Race

Job Class Description	African-American	American Indian	Asian	Hispanic	Other	Caucasian	Total Staff*
ON-LINE LEARNG SPECIALIST						1	1
OUT-OF-DIST PLCMT LIAISON						1	1
PERFORMING ARTS TEACHER						1	1
PHYSICAL ED TEACHER	1			1		29	31
PRESCHOOL TEACHER						3	3
PSYCHOLOGIST	1		1	2		20	24
READING SPECIALIST						3	3
RETIRED PSYCHOLOGIST						2	2
RETIRED TEACHER NTA						18	18
SCIENCE - BIOLOGY			2	1		14	17
SCIENCE - CHEMISTRY			2	1	1	9	13
SCIENCE - EARTH SCIENCE						9	9
SCIENCE - GENERAL SCIENCE						7	7
SCIENCE - LIFE SCIENCE			1			9	10
SCIENCE - PHYSICS			1	1		13	15
SCIENCE-PHYSICAL SCIENCE						1	1
SOCIAL STUDIES TEACHER	3		5	1		61	70
SOCIAL WORKER	1					14	15
SPEC ED PRESCHOOL TEACHER	1					11	12
SPECIAL ED TEACHER			1	1	1	90	93
SPECIAL ED TEAM SPECIAL						10	10
SPECIAL PROGRAM TEACHR HS						3	3
SPEECH/LANG PATHOLOGIST				1		33	34
TECHNICAL ED TEACHER						8	8
THEATRE PRODUCTION TEACHR						2	2
THEATRE TEACHER						2	2
VISION SPECIALIST			1			4	5
WORLD LANGUAGE ASL						1	1
WORLD LANGUAGE SPANISH			1	6	1	28	36
WORLD LANGUAGES CHINESE			9				9
WORLD LANGUAGES FRENCH	2					11	13
WORLD LANGUAGES ITALIAN						6	6
WORLD LANGUAGES LATIN						4	4
Grand Total	32	1	55	36	4	1201	1329