



FY15 DIVERSITY HIRING SUMMARY

NEWTON PUBLIC SCHOOLS

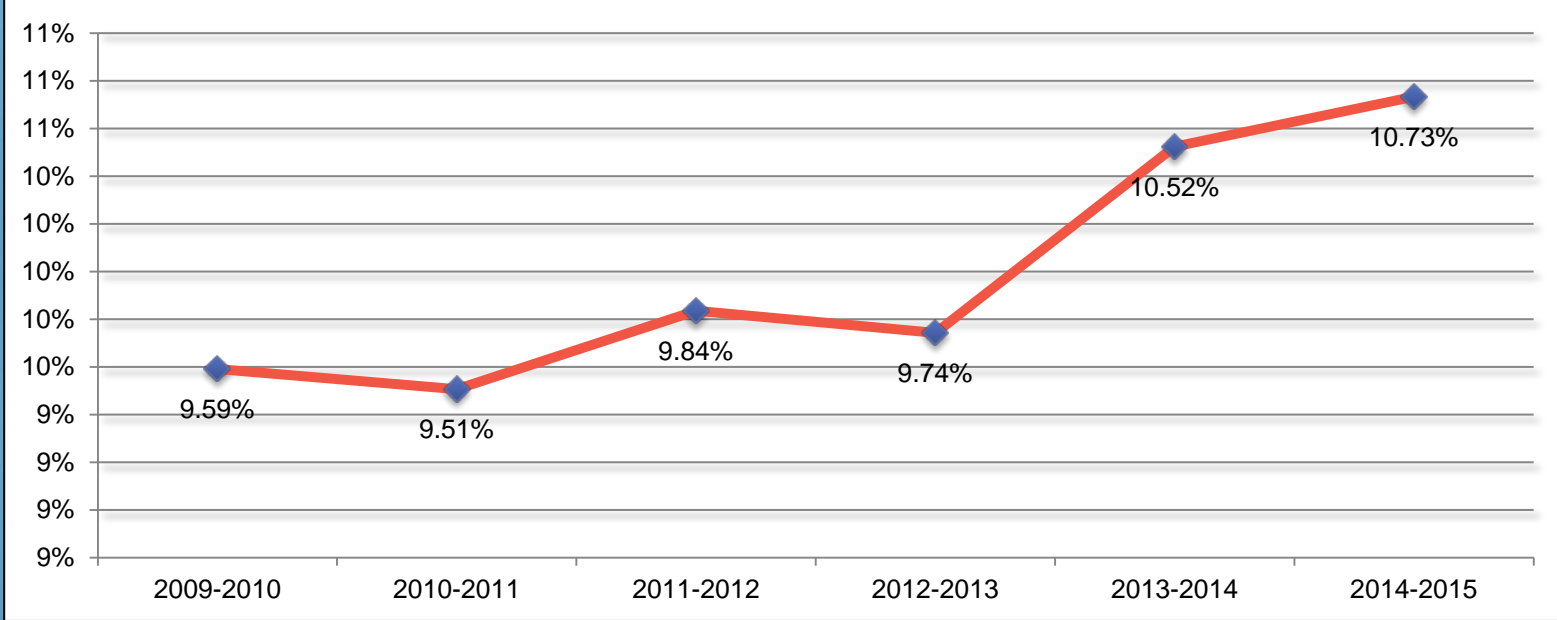


2013-2014 Recruitment Efforts

- Networking (in-person, phone contact, LinkedIn)
- Increased advertising in multiple (new) sources
- Diversity job fairs
- Third-party diversity recruiter
- NPS administrator diversity recruitment meetings



Total Staff of Color in NPS Over Time



09-10	10-11	11-12	12-13	13-14	14-15
9.59%	9.51%	9.84%	9.74%	10.52%	10.73%
(221)	(222)	(222)	(226)	(259)	(269)

Overall Professional Staff** - 1362

- Teachers of Color* 128 (9.4%)
- Gender
 - Male 336 (25%)
 - Female 1026 (75%)
- Age Range
 - 23-29 214 (16%)
 - 30-35 253 (18%)
 - 36-39 228 (17%)
 - 40+ 667 (49%)



* Teachers of Color: (Race) Black or African American, Asian or Asian American, Native American or Alaska Native, Native Hawaiian or other Pacific Islander (Ethnicity) Hispanic or Latino/a or not Hispanic or Latino/a.

**Note: professional staff includes Unit A teachers as well as guidance counselors, OT/PT's, psychologists, and (non-aide) student support personnel.



FY15 Educators of Color Overview

<input type="checkbox"/> Administrators	9/95	(10%)
<input type="checkbox"/> Teachers	128/1362	(9%)
<input type="checkbox"/> Aides	81/655	(12%)
<input type="checkbox"/> Total	218/2112	(10%)

FY 15 New Educational Staff

•Educators of Color –

- Administrators – 3/11 (27%)
- Teachers – 8/162 (5%)
- Aides – 36/214 (17%)
- Total – 47/387 (12%)

•Gender –

- Male – 83/387 (21%)
- Female – 305/387 (79%)



* Educational Staff refers to Teachers, Aides and Administrators



Comparable Districts


(FY14 DESE EPIMS data)

- Brookline – 12%
- Newton – 11%
- Weston – 10%
- Lexington – 8%
- Arlington – 8%
- Wellesley – 7%
- Needham – 6%



During 2014-2015

- Diversity Hiring Committee
- Working with our schools to identify aides and interns of color interested in teaching opportunities and enhance district supports.
- Continue growing LinkedIn networking
- Develop additional networking connections



2014-2015

- Present at EDCO leadership institute
- Diversity Job Fairs
- Enhance diversity on NPS website
- Collaborate with the DESE on the Task Force for MA Advocates for Diversity in Education