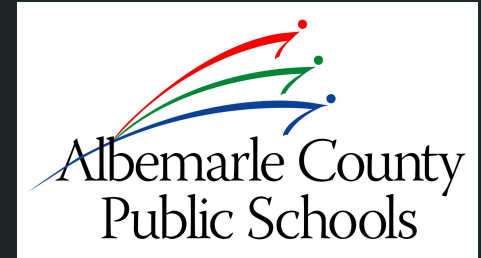


HR Hiring Update



Report to the ACPS School Board
October 14, 2021

Introduction

Hiring for 2021-2022 - Highlights and Challenges

Teacher Hiring Goals -

- To hire highly-qualified educators whose beliefs and values align with the vision, mission, core values and goals of ACPS.
- To hire a teaching staff whose racial demographic aligns with the student racial demographic of ACPS

Current State/ Hiring Trends for Teachers and Classified Staff

Next Steps - Strategic Hiring and New Teacher Focus

Highlights and Challenges

Highlights -

- Increased number of teacher hires
- Continued focus on strategies to hire a diverse cadre of teachers
- Metrics that show slight growth in overall number of teachers of color

Challenges -

- Drastic reductions in the job pools across both licensed and classified staff
- “Late” resignations and LOA requests causing continued job vacancies
- Decreased number of active substitutes
- COVID impact

New Teacher Hires: Oct 1, 2020 - Sept 30, 2021

Category	Total 2020-21		Total 2019-2020	
	Number	Percent of Total New Teachers	Number	Percent of Total New Teacher
Total	221	100%	156	100%
<u>Teachers of color</u>	41	19%	24	15%
New (1st Year)	83	38%	46	29%
New Teachers of Color	19	9%	7	5%
First 3 Years	100	45%	63	40%
Bachelors	71	32%	39	25%
Masters	142	64%	111	71%
Doctorate	8	4%	6	4%
Male	47	21%	25	16%
Female	174	79%	131	84%

Good News

1. Even in the toughest of years, with additional teaching positions and shallow applicant pools in all areas, we have been able to hire high quality teachers, administrators, and support staff.
2. Despite the challenges, we have been able to continue our focus on increasing the number of our teachers of color in the ACPS teaching force, exceeding our annual goal.
3. While we have added a number of positions and are working in challenging times, we have still been able to retain employees.

Teacher Hiring Trends & Focus Areas

Academic Year	Total Teachers Hired	Teachers of Color	Overall Applicants
2021 - 2022*	221	41 (19%)	932
2020 - 2021*	156	24 (15%)	1074
2019 - 2020	186	17%	1044
2018 - 2019	183	13%	745
2017 - 2018	143	15%	1014

Diversifying the Teaching Force

Reporting Period Oct 1 - Sept 30	Total Teacher of Color Hires	Net Increase in Teachers of Color	Total # Teachers of Color as of Sept 30	Total # Teachers as of Sept 30	TOC Percentage of Total Teachers as of Sept 30	Year Over Year Change	Cumulative Change From 2017-18
2017-18	26	N/A	132	1315	10.04%	N/A	N/A
2018-19	34	9	141	1344	10.49%	0.45%	0.45%
2019-20	24	-3	138	1342	10.28%	-0.21%	0.25%
2020-21	41	18	156	1402	11.13%	0.84%	1.09%

Classified Hiring Update

New Hires / Category	Total Hires	<u>Diverse Hires</u>	Percentage Diverse Hires	Number of Vacancies
Transportation	28	11	39%	15
Nutrition Services	11	1	11%	12
EDEP	21	5	24%	15
Building Services	36	23	64%	2
Technology	9	5	56%	4
Teaching Assistants	138	40	29%	25
Total	243	85	35%	61

Leadership Hiring Update

New	External Hires	Promotions & Transfers	Diversity in External Hires	Number of Vacancies
Principals	1	4 (P)	1	0
Assistant Principals	2	4 (P) 4 (T)	2	0
AP Interns	0	1 (T)	NA	0
Central Office	3	5 (P)	1	2

Next Steps & Questions

Annual Report 2021

- Will provide a deeper dive into the breadth of the work of Human Resources

HR Redesign

- Our consultant will share findings and recommendations at upcoming School Board meeting.

Recruitment/Hiring/Retention

- Continue focus on hiring highly-qualified, diverse teachers and support staff