



# Teacher Diversification Project

Shrewsbury Public Schools

# Agenda

- Teacher Diversification Project Recap
- Team Members
- Goals
- Statistics
- Sub-committee reports
- Final thoughts
- Questions

## **What is the Teacher Diversification Project?**

- A group of individuals who work together on ways to improve our teacher diversity because all students benefit from diverse perspectives and when they see themselves in their educators
- 2nd year of the project
- Based off of guidance and professional development from the Massachusetts Department of Elementary and Secondary Education

## Team Members

Felicite Boisvert, Social Worker, District

Robert Dunn, Middle Level Coordinator, Social Studies

Maura Egan, English Teacher, Oak Middle School

Chris Girardi, Principal, Major Howard W. Beal School

Jordan Grinstein, Director of Mindfulness, District

Nga Huynh, Assistant Principal, Shrewsbury High School

Maria Clara Macedo-Wood, Media Assistant, Shrewsbury High School

Barb Malone, Executive Director of Human Resources, District

Christina Manos, Director of English Language Learning, District

Kristen Minio, School Adjustment Counselor, Oak Middle School

Kara Richardson, School Adjustment Counselor, Walter J. Paton School

Denise Satterfield, Mathematics Teacher, Shrewsbury High School

Audreanna Sauro, Grade Four Teacher, Major Howard W. Beal School

Lindsey Stasiowski, Human Resources Manager, District

Patricia Waterhouse, Director of Middle School Special Education

# Our Goals

- We presented to the School Committee on June 8, 2022 and indicated the following goals:
  - Recruit for diversity of experience, background and talent, and help with licensure if the person doesn't have it
  - Assemble hiring teams that are themselves diverse, including diverse parents
  - Orient all hiring teams covering "Circle of Trust" exercise to explore possible in-group bias, article on confirmation bias, legal "do's and don'ts" of interviewing

## Our Goals continued...

- Include interview questions that include specific questions/scenarios that address issues of diversity, belonging, inclusion and equity
- Recommendation to continue the group and expand work into 2022-2023
- Continue to expand our postings and presence at diverse colleges and universities, improve verbiage in our postings, diverse websites, job and career fairs
- Expanded training for our DLT
- Revise Guide to Personnel Hiring including creating a bank of diversity-related questions for interview teams, revising language with an eye to diversity, inclusion, equity and belonging, create a bank of activators like the “circle of trust” exercise

# ***What are our statistics?***

**Table One  
Massachusetts School and District Profiles  
Shrewsbury  
Student Enrollment Data by Race/Ethnicity (2022-2023)**

Race	% of District 2022-2023	% of State 2022-2023
African-American	3.8%	9.4%
Asian	34.5%	7.3%
Hispanic	9.9%	24.2%
Native American	0.6%	0.2%
White	46%	54.4%
Native Hawaiian, Pacific Islander	0.0%	0.1%
Multi-race, non-Hispanic	5.2%	4.4%

**Table Two**  
**Massachusetts School and District Profiles**  
**Shrewsbury**  
**All Staff Data by Race, Ethnicity, Gender by Full-time Equivalents (2022-2023)**  
*Represents all staff reported through the state's Education Personnel Information Management System (EPIMS)*

Demographic	District Staff Full-Time Equivalents	% of District Total	State Staff Full-Time Equivalents	% of State Total
African-American	16	1.76%	7,395.4	5.11%
Asian	60.6	6.70%	2,838.5	1.96%
Hispanic	19.7	2.18%	8,710.3	6.02%
White	802.6	88.69%	124,609.2	86.10
Native American	1	<1%	162.7	0.11%
Native Hawaiian	0	0.00%	98.1	0.07%
Multi-Race	5	<1%	904.8	0.63%
FTE Count	904.9	100%	144,719	100%



**Table Three**  
**Professional Educators – 2023**  
*as of 5.5.2023*

Race/Ethnicity	# of Professional Educators	% of Professional Educators
Hispanic/Latino	8	1.46%
Asian	14	2.56%
Black	4	.73%
Two or more races/non Hispanic	3	.55%
American Indian	2	.37%
White	528	96.52%
No Record	1	.18%
Total	547	

**Table Four**  
**New Professional Educators Hired Over Past 2 School Years: 2021-2022 and 2022-2023**  
*as of 5.5.2023*

Race/Ethnicity	# of Professional Educators	% of Professional Educators
Hispanic/Latino	5	4.80%
Asian	7	6.73%
Black	3	2.88%
Two or more races/non Hispanic	0	0.00%
American Indian	1	0.96%
White	528	90.38%
No Record	0	0.00%
Total	104	

**Table Five**  
**Paraprofessional Educators – 2023**  
*as of 5.5.2023*

Race/Ethnicity	# of Professional Educators	% of Professional Educators
Hispanic/Latino	8	2.66%
Asian	51	16.94%
Black	16	5.32%
Two or more races/non Hispanic	3	1.00%
American Indian	3	1.00%
White	230	76.41%
No Record	3	1.00%
Total	301	

**Table Six**  
**New Paraprofessional Educators Hired Over Past 2 School Years: 2021-2022 and 2022-2023**  
*as of 5.5.2023*

Race/Ethnicity	# of Paraprofessional Educators	% of Paraprofessional Educators
Hispanic/Latino	7	5.50%
Asian	35	27.56%
Black	11	8.66%
Two or more races/non Hispanic	0	0.00%
American Indian	0	0.00%
White	82	64.57%
No Record	0	0.00%
Total	127	

**Table Seven**  
**Daily Substitutes – 2023**  
*as of 5.5.2023*

Race/Ethnicity	# of Daily Substitutes	% of Daily Substitutes
Hispanic/Latino	2	1.45%
Asian	21	15.22%
Black	1	0.72%
Two or more races/non Hispanic	0	0.00%
American Indian	0	0.00%
White	79	57.25%
No Record	39	27.19%
Total	138	

**New Daily Substitutes Hired Over Past 2 School Years: 2021-2022 and 2022-2023**  
*as of 5.5.2023*

Race/Ethnicity	# of Daily Substitutes	% of Daily Substitutes
Hispanic/Latino	2	1.75%
Asian	17	14.90%
Black	1	0.87%%
Two or more races/non Hispanic	0	0.00%
American Indian	0	0.00%
White	64	56.14%
No Record	31	27.19%
Total	114	

**Table Nine**

**All Candidates/All Roles Equal Employment Opportunity Summary Report for 2021-2022 School year**  
*Full hiring season completed 12.31.2021*

<b>Race</b>	<b># of Applicants</b>
White	2031 (75.00%)
Not Provided	267 (9.85%)
Hispanic or Latino of any race	191 (7.05%)
Asian	115 (4.25%)
Black or African-American	63 (2.32%)
Two or More Races (not Hispanic)	34 (1.26%)
American Indian or Alaskan Native	4 (0.01%)
Native Hawaiian or Pacific Islander	3 (0.01%)
Total Applicants	2708

**Table Ten**

**All Candidates/All Roles Equal Employment Opportunity Summary Report for 2021-2022 School year**  
*Full hiring season completed 12.31.2022*

<b>Race</b>	<b># of Applicants</b>
White	1353 (71.97%)
Not Provided	181 (9.63%)
Hispanic or Latino of any race	140 (7.45%)
Asian	123 (6.54%)
Black or African-American	40 (2.13%)
Two or More Races (not Hispanic)	35 (1.86%)
American Indian or Alaskan Native	6 (0.32%)
Native Hawaiian or Pacific Islander	2 (0.11%)
Total Applicants	1880



# Focus of this year's work

3 subgroups

- **Group 1-** Guidelines to Personnel Hiring (Handbook)
- **Group 2-** Recruitment and Retention
- **Group 3-** Professional Development

## *Guidelines to Personnel Hiring: Handbook*

- Draft revision according to guidance from Dr. Sawyer for the 2022-2023 hiring season and beyond, and according to the Teacher Diversification Project's learning
  - It is not posted yet pending a review with additional stakeholders
- There is a DESE Guide to Diverse Personnel Hiring
  - Critical question (not for today): How much do we want this document to inform our own Shrewsbury guide?
- Diversity-based questions
  - Have been developed by our group as a whole, with many options; soon to be published
- Additional anti-bias activities to lead off hiring teams
  - In development; complete by June 1.

# Recruitment



- **Job Fairs:**

UMASS Boston Virtual Career Fair, Framingham State, Worcester State, DESE Online Virtual Career Fair, Marlborough Public Schools

40+ applications received

- 15+ forwarded to special ed team for potential para candidates
- 10+ for various educator roles
- Some for IT consideration

- **Employer Spotlight** - Framingham State

- **Job Boards** - Handshake, Indeed, ZipRecruiter, IMDiversity, Teacher's Lounge

# Recruitment

- SPS Brochure - Created by SPS students
- Flyers for information packets
- QR Code
- SPS retractable banner
- SPS tablecloth & runner
- SPS t-shirts

\*Thank you Jane Lizotte and Kathleen Keohane (Colonial Fund)!

**MISSION STATEMENT**

The Shrewsbury Public Schools, in partnership with the community, will provide students with the skills and knowledge for the 21st century, an appreciation of our democratic tradition, and the desire to continue to learn throughout life.

Scan Here for Current Job Openings

Scan Here for District Website.

**CORE VALUES**

- RESPECT AND RESPONSIBILITY
- COLLABORATION AND COMMUNICATION
- COMMITMENT TO HIGH STANDARDS AND EXPECTATIONS
- EQUITY

Brochure designed and created by students in the Student Innovation Team at Shrewsbury High School.

**NOW HIRING**

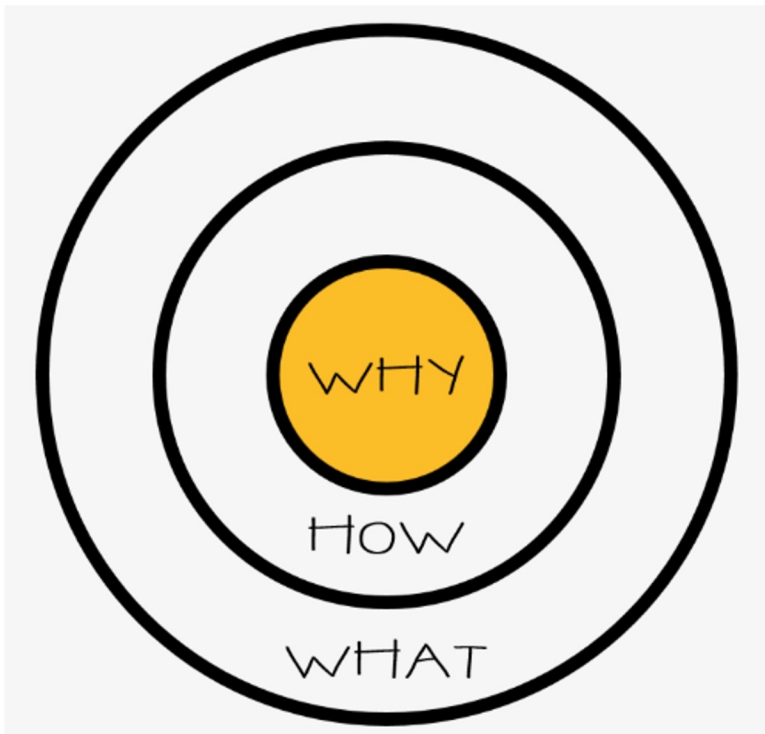
**SHREWSBURY PUBLIC SCHOOLS**

# Recruitment Goals 2023-2024



- Join Massachusetts Partnership for Diversity and Education
- To continue to grow the college recruitment initiatives:
  - Increase job fair recruitment from this year to more - focus on higher recruitment months or one per month to build connections
  - Employer spotlights at colleges and universities
  - Reach out to the Office of Multicultural Affairs at Worcester State and/or other colleges for a connection
  - Connect with teacher pre-service coordinators/education dept heads at local colleges and universities
  - Connect with Pre-Service Coordinators to create multiple touch points with student teachers (beginning, middle, and end)
    - Student Teacher Feedback Form
- Highlight the district's commitment to expanding the diversity of our staff on the Human Resource page of our website

# Professional Development Subcommittee

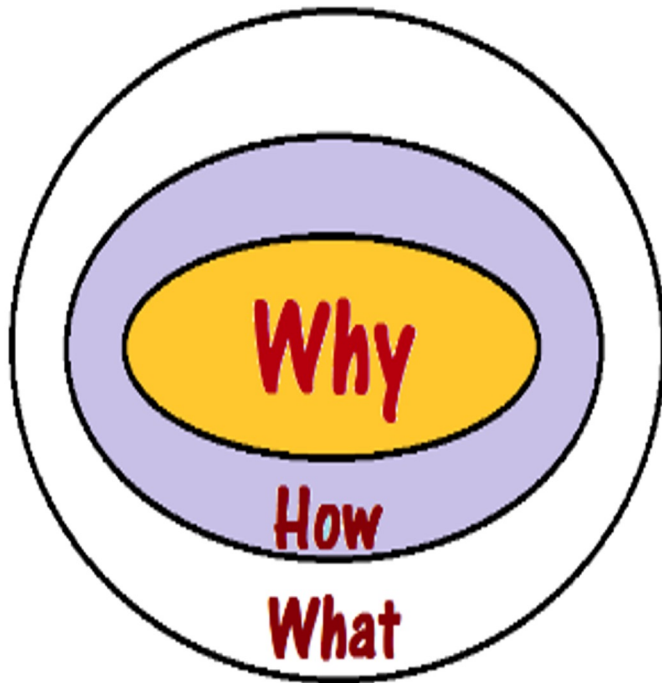


Goal: Increase awareness and deepen understanding of the impacts of implicit bias in hiring.

Support DLT:

- Operate through a lens of equity in the hiring process.
- Become more versed in discussing bias and the importance of hiring diverse candidates with interview committees.
- Guide the interview committees when discussing potential candidates.

# How will PD work?



## Proposed for 2023-2024 SY

- Make handbook a practiced living document in the hiring process
- 5-10 minute activators each DLT meeting
  - Unpacking bias (we all have them & they are natural)
  - Practicing conversations and scenarios related to hiring
    - Leading the conversation about social identities and biases with the interview committee
    - Asking questions about diversity to candidates.
    - Answering questions about diversity from candidates
  - Transformative vs performative

## Final Thoughts - Professional Development Subcommittee

- The power of leadership
- Not just words...meaningful action







## **Teacher Diversification Project** Shrewsbury Public Schools Questions?