

District Goal

Increase Diversity of APS staff

- October Numbers

	PREVIOUS HIRES	NEW HIRES 2015	TOTAL STAFF
ASIAN	28	6	34
BLACK	15	9	24
HISPANIC	12	7	19
NATIVE AMERICAN	2	0	2
WHITE	954	142	1096
Not Self-Identified	149	32	181
	1160	196	1356

Since October 1, 2015, we have hired 2 Asian Employees (Substitute Teacher/Nurse), 5 Black Employees (Teaching Assistant, Substitute Teachers, and Lunch Aides), 5 Hispanic Employees (After-School, Lunch Aides and Substitute Teachers), 5 employees who did not self-identify (Substitute Teachers, Lunch Aides, Tutors and Community Education), and 44 White Employees (Administrators, Teachers, Desktop Support, Substitute Teachers, Lunch Aides, Teaching Assistants, After-School Employees, and Coaches).

- Steps we continue to take to increase Staff Diversity:
 - Membership in Massachusetts Partnership for Diversity in Education (MPDE_
 - Attendance at Job Fairs - Boston College, MPDE, Lesley
 - Coffee Social for Educators of Diverse Backgrounds
 - Frequent discussions with Administrators on strategies to reach out to candidates of diverse backgrounds.
 - Using School Spring to Filter Candidates