

Staffing Update and Demographic Data Update October 27, 2022

Rob Spiegel, Human Resources Director
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Agenda

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- ❖ Overview of New Hires
 - ❖ Overview of Exits and Reasons for Staff Departures
 - ❖ Onboarding and Mentoring
 - ❖ Vacancies
 - ❖ Demographic Data
 - ❖ Next steps for recruitment and retention
 - ❖ Q&A

New Administrators



- ❖ Director of Social Studies
- ❖ Director of Visual Arts
- ❖ Director of Performing Arts
- ❖ Director of Wellness
- ❖ Special Education Coordinator, AHS
- ❖ Assistant Principal, Ottoson Middle School
- ❖ Assistant Principal, Stratton Elementary School
- ❖ Assistant Principals, Brackett Elementary School

New AEA Unit A Educators

- ❖ 82 New Educators beginning on or after August 31, 2022 - Teachers/Team Chairs/Specialists
 - 2 replaced educators who retired
 - 38 replaced educators who resigned
 - 7 replaced educators who moved to another position
 - 8 replaced educators who are on a leave of absence
 - 26 are new positions in the budget or added because of the needs this year
 - 20 New Educators who started last year after the beginning of the school year and are continuing

AEA Unit A Hires By School



AHS	20	Dallin	3
Ottoson	15	Hardy	3
Gibbs	7	Peirce	6
Menotomy	2	Stratton	5
Bishop	5	Thompson	5
Brackett	3	Split Schools/ District-Wide	8

New Hire Facts

- ❖ 71 have at least a Master's Degree
- ❖ 14 were previously teaching assistants, long term substitutes or student teachers

AEA Unit D and AEA Unit C Hires

- ❖ 54 new Teaching Assistants, SSPs, Building Substitutes, Tutors, as of today
- ❖ The hiring process continues for them, and we are still looking for some paraprofessional positions
- ❖ New Administrative Assistant at Ottoson

Other New Employees Since 10/1/2021

- ❖ 23 New Arlington After School Program Employees
- ❖ 14 New Food Service Employees
- ❖ 4 New Building Custodians
- ❖ 2 New Traffic Supervisors
- ❖ 2 New Bus Drivers
- ❖ 2 New District Registration Coordinators
- ❖ Many others, including Day Care employees, substitutes, summer program teachers, community education teachers, athletic coaches.

Mentoring and Induction & Onboarding

- ❖ Two new Mentor Coordinators, one for PreK-5 and one for 6-12
- ❖ New Hire Orientation was in person this year
- ❖ Mentoring and Induction will continue all year for new teachers
- ❖ Onboarding process is mostly online. Thank you to all the staff in HR, Payroll, IT, Business Office and Special Education for ensuring that new employees get the information, equipment and systems access they need to be successful.

Most Common Reasons for Resignations

- ❖ Moving away from the area, some due to cost of housing in the area and ability to buy houses farther away from the Greater Boston Area
- ❖ Commuting time
- ❖ Professional move within education
- ❖ Increased compensation
- ❖ Dissatisfaction with position, burnout, work environment or workload
- ❖ Leaving the education field for other career options
- ❖ Personal/family reasons



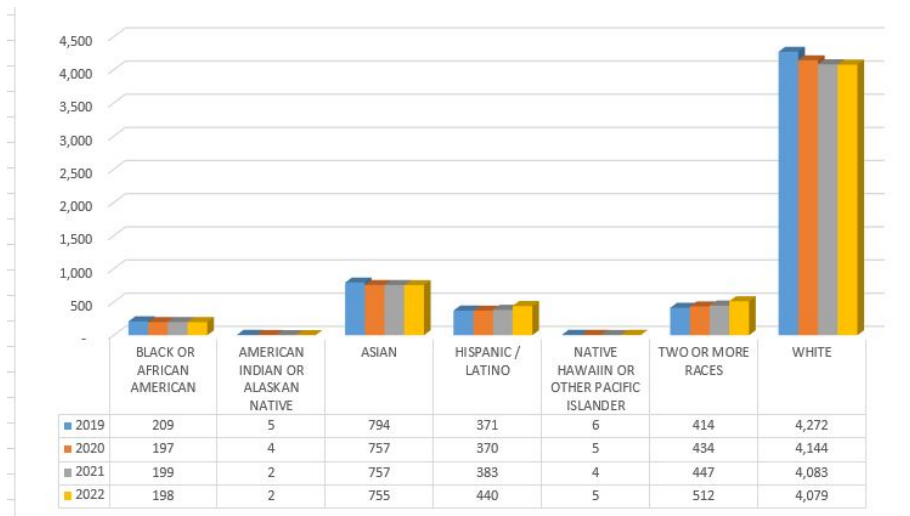
Current Vacancies

- ❖ Special Education Teachers at AHS, Ottoson, Gibbs and Dallin
- ❖ Italian Teacher (0.2 FTE), AHS
- ❖ School Nurse
- ❖ Paraprofessionals - Teaching Assistants and SSPs in multiple schools
- ❖ Traffic Supervisors/Crossing Guards
- ❖ Food Services
- ❖ Substitute teachers



Student Data as of October 2022

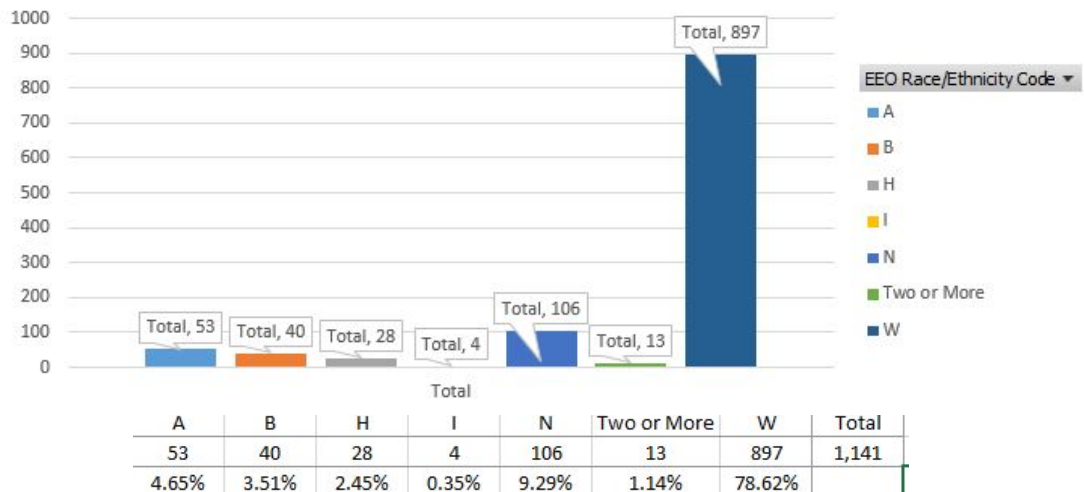
Student	2019	2020	2021	2022
BLACK OR AFRICAN AMERICAN	209	197	199	198
AMERICAN INDIAN OR ALASKAN NATIVE	5	4	2	2
ASIAN	794	757	757	755
HISPANIC / LATINO	371	370	383	440
NATIVE HAWAIIIN OR OTHER PACIFIC ISLANDER	6	5	4	5
TWO OR MORE RACES	414	434	447	512
WHITE	4,272	4,144	4,083	4,079



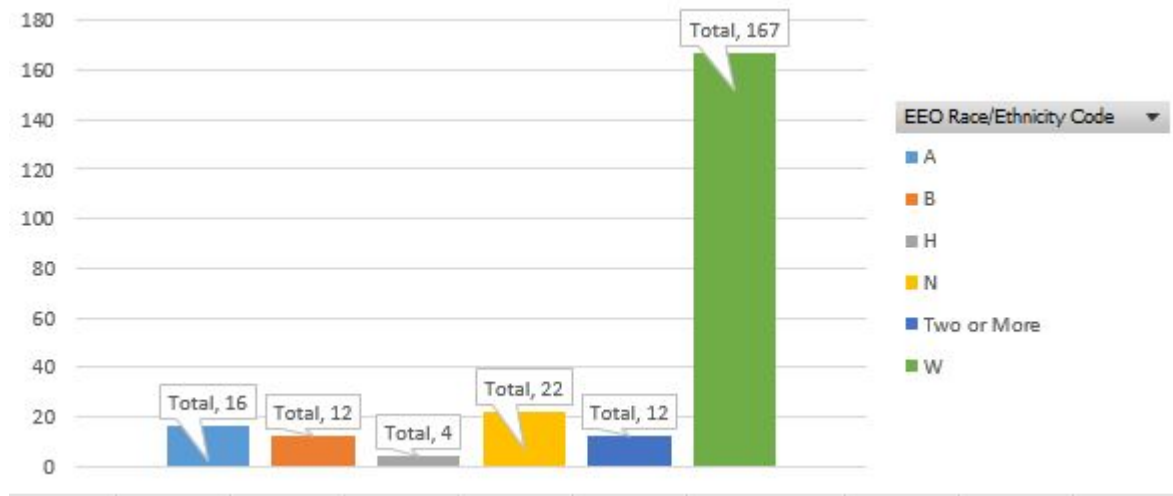
ALL EMPLOYEES (EXCEPT SUBSTITUTES, COACHES AND COMMUNITY ED.)



All Employees	2017	2018	2019	2020	2021	2022
Asian	3.01%	3.15%	3.33%	3.53%	4.26%	4.65%
Black	2.71%	3.34%	3.15%	3.34%	3.27%	3.51%
Hispanic	2.40%	2.48%	2.50%	3.05%	2.54%	2.45%
Indian or Native America	0.10%	0.19%	0.28%	0.19%	0.45%	0.35%
Not-Identified	2.91%	3.72%	7.87%	9.06%	10.98%	9.29%
Two or more						1.14%
White	88.88%	87.12%	82.87%	80.84%	78.49%	78.62%

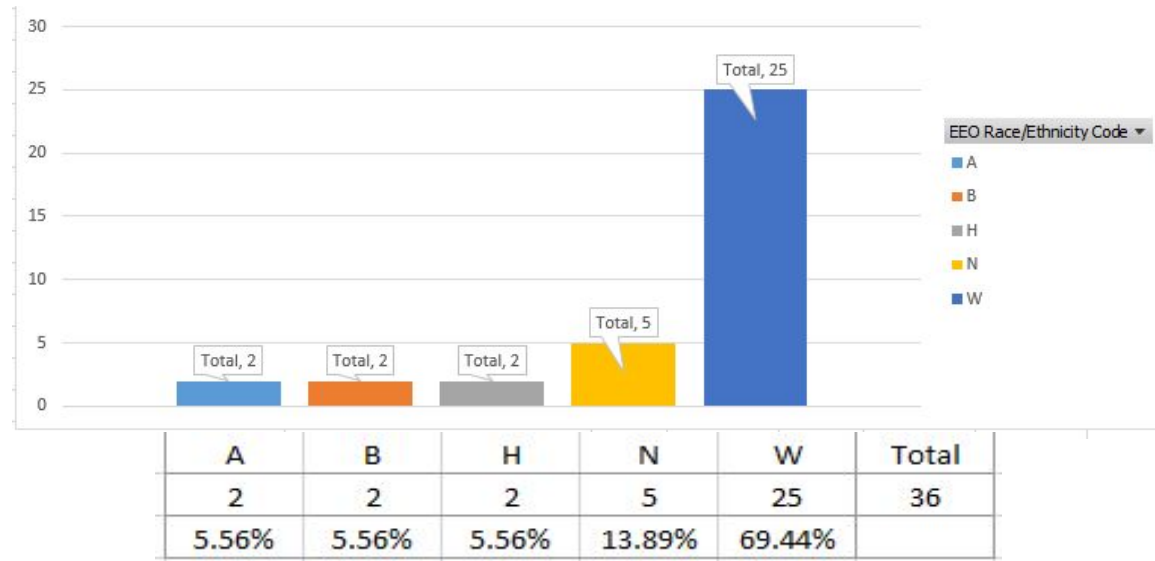


ALL NEW HIRES SINCE 10/1/2021



A	B	H	N	Two or More	W	Total
16	12	4	22	12	167	233
6.87%	5.15%	1.72%	9.44%	5.15%	71.67%	

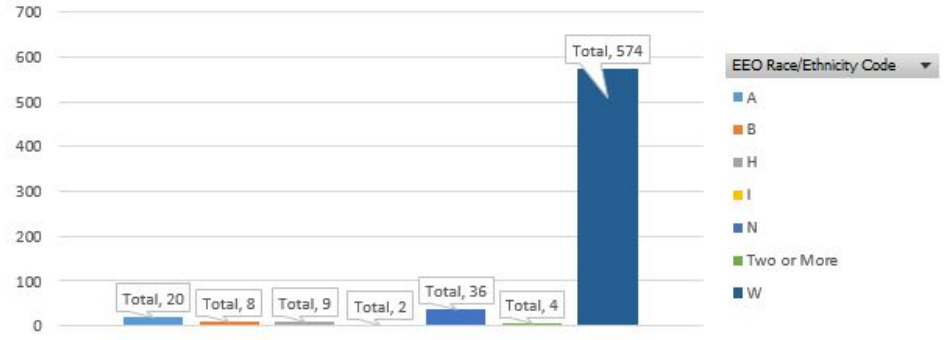
Arlington Administrators Association (AAA)



AEA Unit A

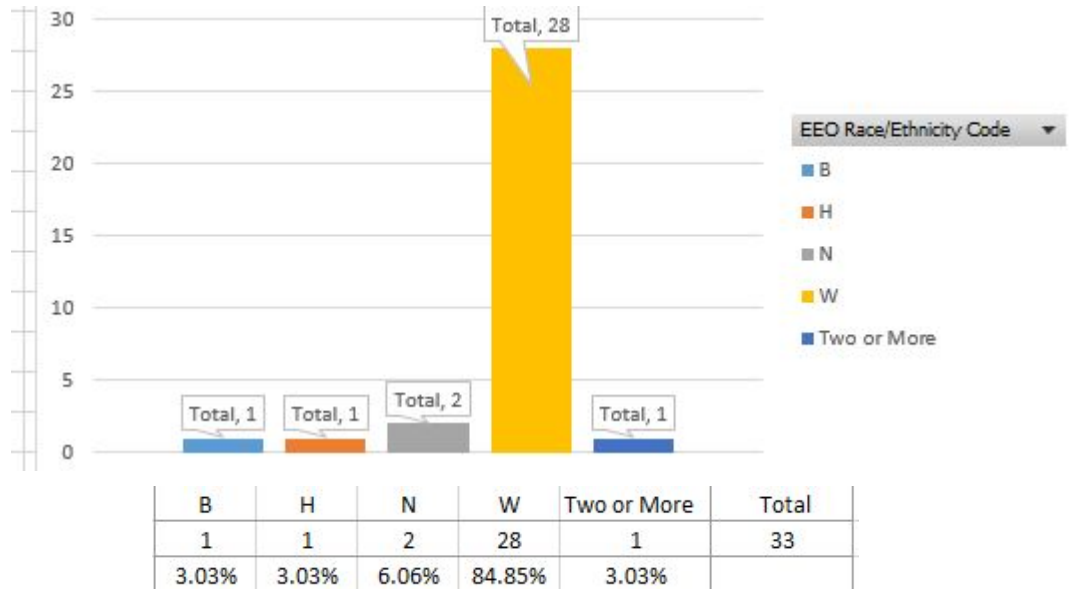


AEA - Unit A	2017	2018	2019	2020	2021	2022
Asian	2.14%	2.59%	2.50%	2.39%	2.50%	3.06%
Black	1.00%	1.29%	1.25%	1.37%	0.83%	1.23%
Hispanic	1.75%	1.66%	1.61%	1.88%	1.66%	1.38%
Indian or Native America	0.00%	0.00%	0.00%	0.00%	0.33%	0.31%
Not-Identified	2.00%	0.74%	3.39%	5.29%	6.16%	5.51%
Two or more						0.61%
White	95.00%	93.72%	91.25%	89.08%	88.52%	87.90%



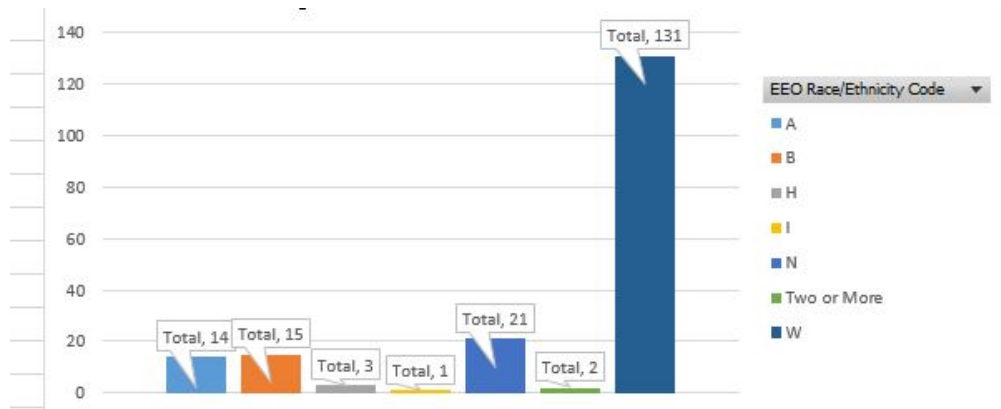
A	B	H	I	N	Two or More	W	Total
20	8	9	2	36	4	574	653
3.06%	1.23%	1.38%	0.31%	5.51%	0.61%	87.90%	

AEA Unit C



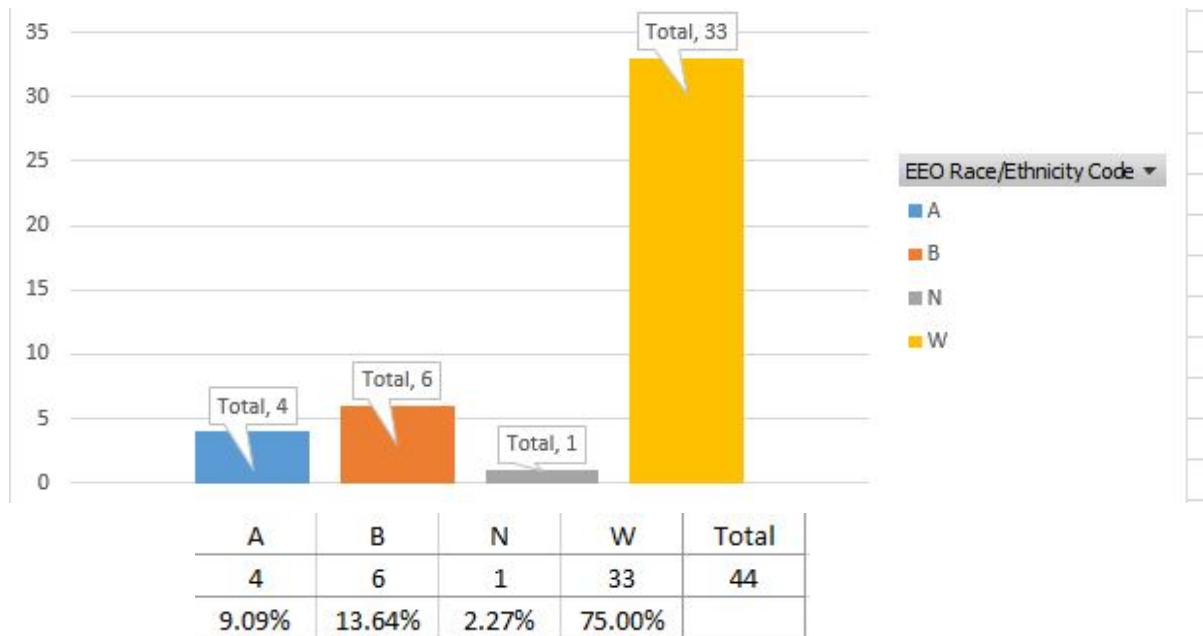
AEA Unit D Paraprofessionals

AEA- Unit D						
	2017	2018	2019	2020	2021	2022
Asian	3.24%	2.56%	3.70%	5.11%	7.88%	7.49%
Black	5.41%	6.67%	4.76%	9.09%	6.90%	8.02%
Hispanic	1.62%	2.05%	2.65%	4.55%	0.99%	1.60%
Indian or Native America	0.54%	0.51%	53.00%	0.57%	0.99%	0.53%
Not-Identified	0.00%	0.51%	10.05%	9.09%	14.78%	11.23%
Two or more						1.07%
White	89.19%	87.69%	78.31%	71.59%	68.47%	70.05%



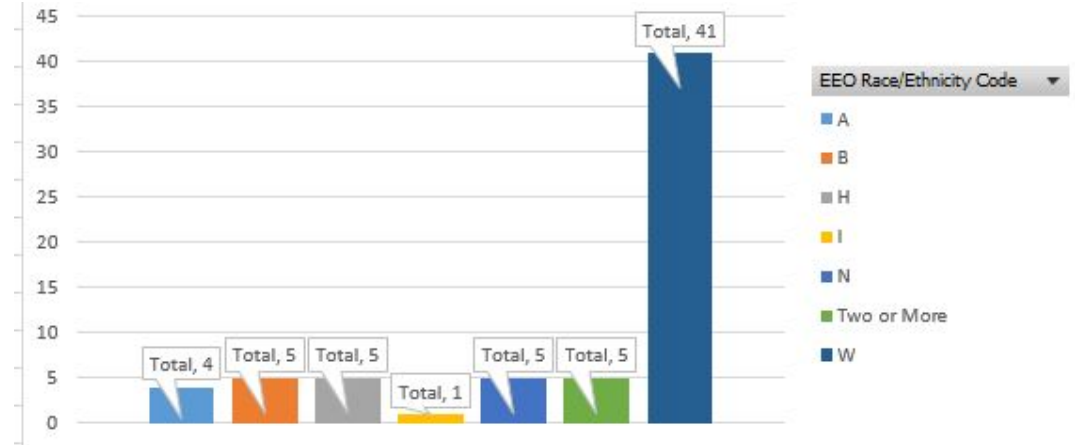
A	B	H	I	N	Two or More	W	Total
14	15	3	1	21	2	131	187
7.49%	8.02%	1.60%	0.53%	11.23%	1.07%	70.05%	

PRINCIPALS, CENTRAL OFFICE, IT



AASP / DAY CARE

AASP / DAY CARE	2017	2018	2019	2020	2021	2022
Asian	3.85%	3.08%	3.75%	3.57%	5.26%	6.06%
Black	3.85%	9.23%	11.25%	3.57%	8.77%	7.58%
Hispanic	5.77%	7.69%	7.50%	10.71%	10.53%	7.58%
Indian or Native America	0.00%	1.54%	2.50%	1.79%	1.75%	1.52%
Not-Identified	7.69%	4.62%	8.75%	10.71%	12.28%	7.58%
Two or more						7.58%
White	78.85%	73.85%	66.25%	69.64%	61.40%	62.12%

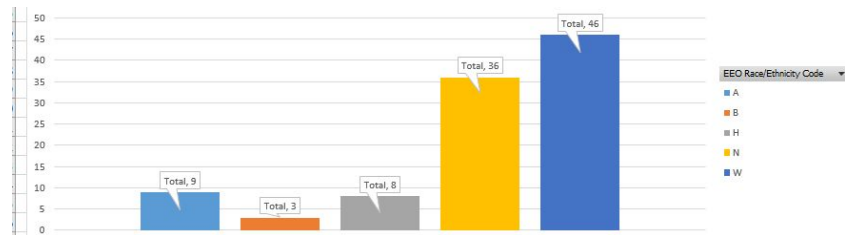


A	B	H	I	N	Two or More	W	Total
4	5	5	1	5	5	41	66
6.06%	7.58%	7.58%	1.52%	7.58%	7.58%	62.12%	

MAINTENANCE/ TRANSPORTATION/ FOOD SERVICE



MNT / TRANSP/FOOD	2017	2018	2019	2020	2021	2022
Asian	6.57%	7.81%	5.77%	8.06%	7.48%	8.82%
Black	3.65%	2.34%	1.92%	3.23%	2.80%	2.94%
Hispanic	5.11%	3.91%	5.77%	4.84%	6.54%	7.84%
Indian or Native America	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Not-Identified	16.79%	23.44%	28.85%	30.65%	37.38%	35.29%
White	67.88%	62.50%	57.69%	53.23%	45.79%	45.10%

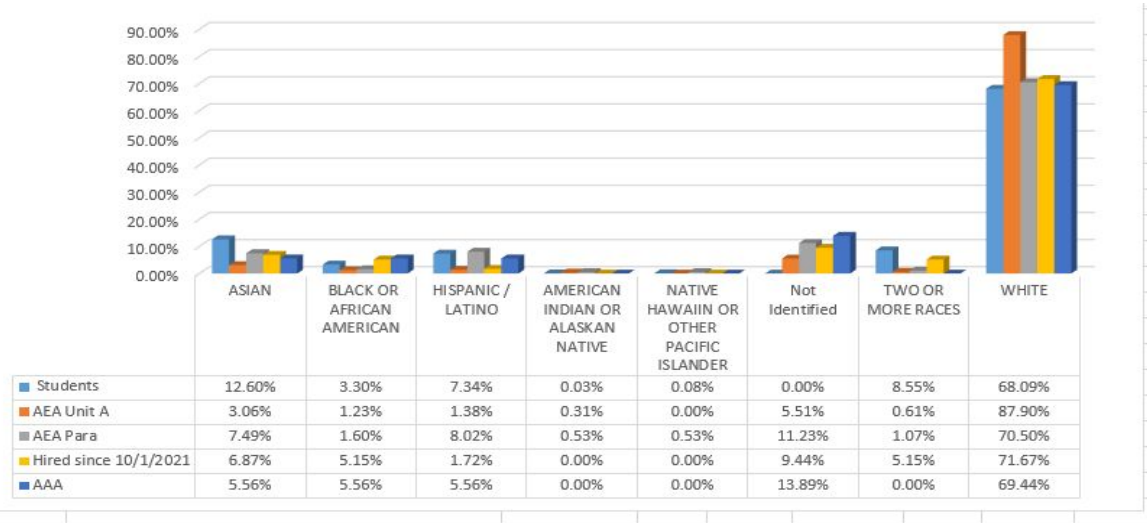


A	B	H	N	W	Total
9	3	8	36	46	102
8.82%	2.94%	7.84%	35.29%	45.10%	

Arlington Students and Staff Ethnicity Breakdown



	Students	AEA Unit A	AEA Para	Hired since 10/1/2021	AAA
ASIAN	12.60%	3.06%	7.49%	6.87%	5.56%
BLACK OR AFRICAN AMERICAN	3.30%	1.23%	1.60%	5.15%	5.56%
HISPANIC / LATINO	7.34%	1.38%	8.02%	1.72%	5.56%
AMERICAN INDIAN OR ALASKAN NATIVE	0.03%	0.31%	0.53%	0.00%	0.00%
NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	0.08%	0.00%	0.53%	0.00%	0.00%
Not Identified	0.00%	5.51%	11.23%	9.44%	13.89%
TWO OR MORE RACES	8.55%	0.61%	1.07%	5.15%	0.00%
WHITE	68.09%	87.90%	70.50%	71.67%	69.44%





Next Steps

- ❖ Strategic Planning Group 2 is working to develop strategies for retention of staff such as:
 - Pathways to licensure for paraprofessionals
 - Meaningful Professional Development
- ❖ DEI Director and HR Director will be working together to increase opportunities for recruitment of educators, including BIPOC educators, as well as retention of current staff.
- ❖ DEI and HR Director will be meeting with new educators this fall to check in with them on their experience in Arlington so far.

Questions?
