

2024 Staffing Update





APS Vision

The vision of the Arlington Public Schools is to be an equitable educational community where all learners feel a sense of belonging, experience growth and joy, and are empowered to shape their own futures and contribute to a better world.

APS Mission

The Arlington Public Schools focuses on the whole child to create inclusive and innovative learning opportunities for all students, values diverse identities and ways of learning, prepares all staff to maintain high expectations while providing necessary supports, and sustains collaborative partnerships with families and the community.

Agenda

- Strategic Plan
- Staff Demographic Data
- Overview of New Hires
- Overview of Exits and Reasons for Staff Departures
- Vacancies
- Current and Future Initiatives
- Q&A

Strategic Priority 2: Valuing All Staff



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The Arlington Public Schools will recruit and retain an excellent and diverse workforce by creating a collaborative and supportive culture for all staff; providing high-quality and relevant professional development; expanding leadership opportunities and shared decision-making; and prioritizing representation, diverse perspectives, and expertise.



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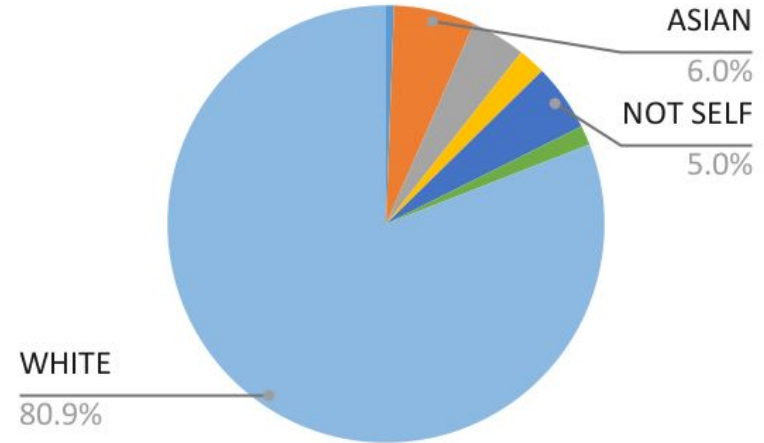
Overall Staff Demographics

All Employees



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EEO Race/Ethnicity Code Desc	COUNTA of EEO Race/Ethnicity Code Desc
AMERICAN INDIAN OR ALASKAN NAT	0.59%
ASIAN OR PACIFIC ISLANDER	5.99%
BLACK	4.05%
HISPANIC	2.03%
NOT SELF IDENTIFIED	4.98%
TWO OR MORE	1.43%
WHITE	80.93%



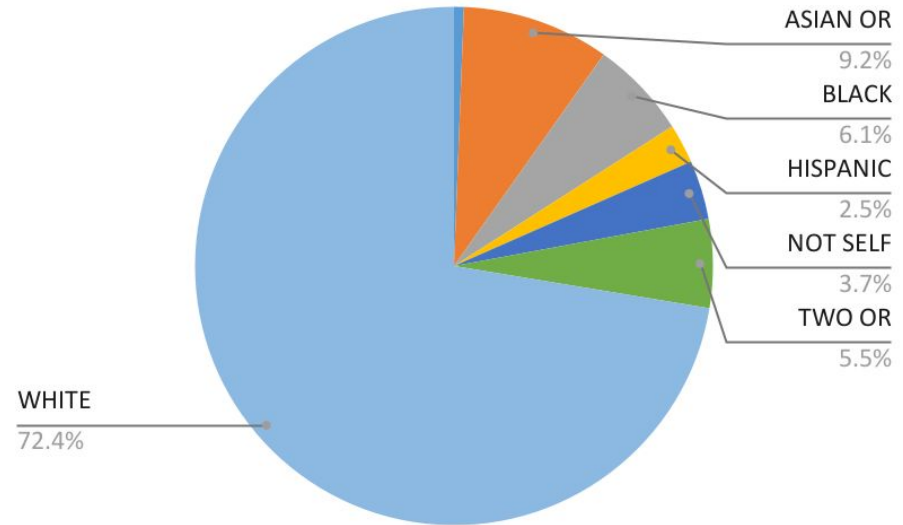
Note: This data does not include substitutes, athletic coaches, and community education.

New Hires



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EEO Race/Ethnicity Code Desc	COUNTA of Hire Date
AMERICAN INDIAN OR ALASKAN NAT	0.61%
ASIAN OR PACIFIC ISLANDER	9.20%
BLACK	6.13%
HISPANIC	2.45%
NOT SELF IDENTIFIED	3.68%
TWO OR MORE	5.52%
WHITE	72.39%



Note: This data includes all new hires since October 1, 2023.

AEA Unit A Educator Demographics



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	2021	2022	2023	2024
Asian	2.50%	3.06%	3.41%	4.58%
Black	0.83%	1.23%	1.39%	1.22%
Hispanic	1.66%	1.38%	1.24%	1.07%
Indian or Native American	0.33%	0.31%	0.31%	0.46%
Not-Identified	6.16%	5.51%	5.26%	2.90%
Two or more		0.61%	0.46%	0.76%
White	88.52%	87.90%	87.93%	89.01%



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Student v. Staff Demographics

Ethnicity Overview: Arlington Students and AEA Unit A, Unit D and AAA Staff

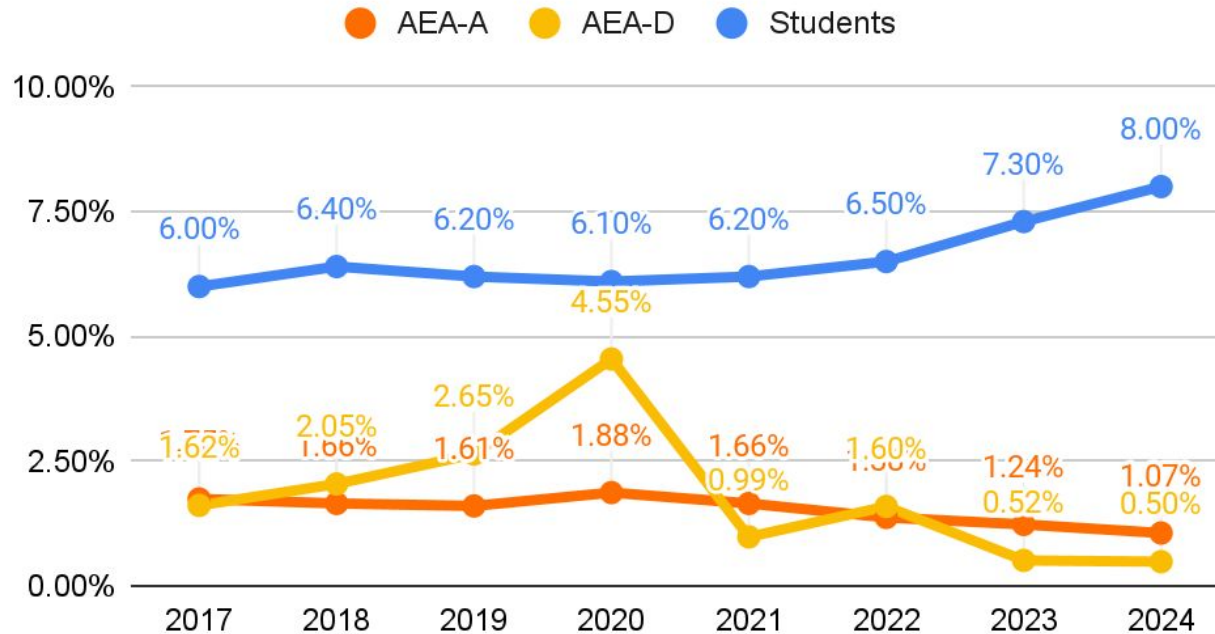


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2024	STUDENTS	AEA UNIT A	AEA Unit D	AAA
BLACK OR AFRICAN AMERICAN	3.20%	1.22%	8.42%	2.86%
AMERICAN INDIAN OR ALASKAN NATIVE	0.01	0.46%	0.99%	0.0%
ASIAN	12.90%	4.58%	7.43%	5.71%
HISPANIC / LATINO	8.00%	1.07%	0.50%	2.86%
NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	0.01	0.0%	0.0%	0.0%
TWO OR MORE RACES	9.10%	0.76%	0.99%	0.0%
WHITE	66.60%	89.01%	74.75%	88.57%

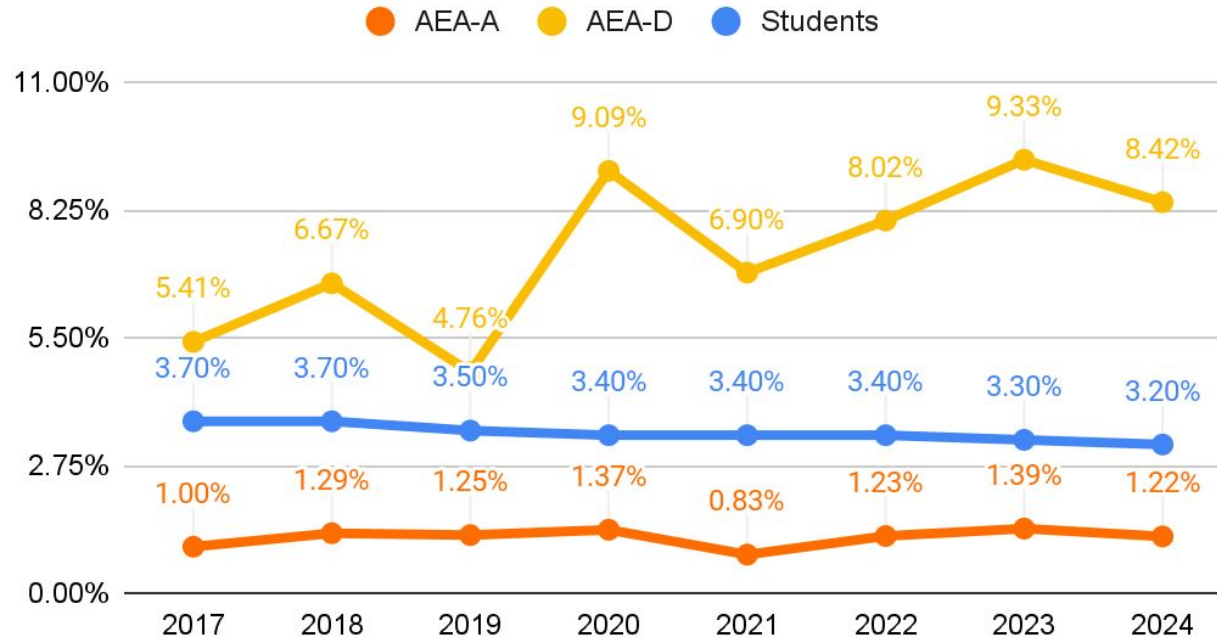


Hispanic/Latino: AEA-A, AEA-D, and Students



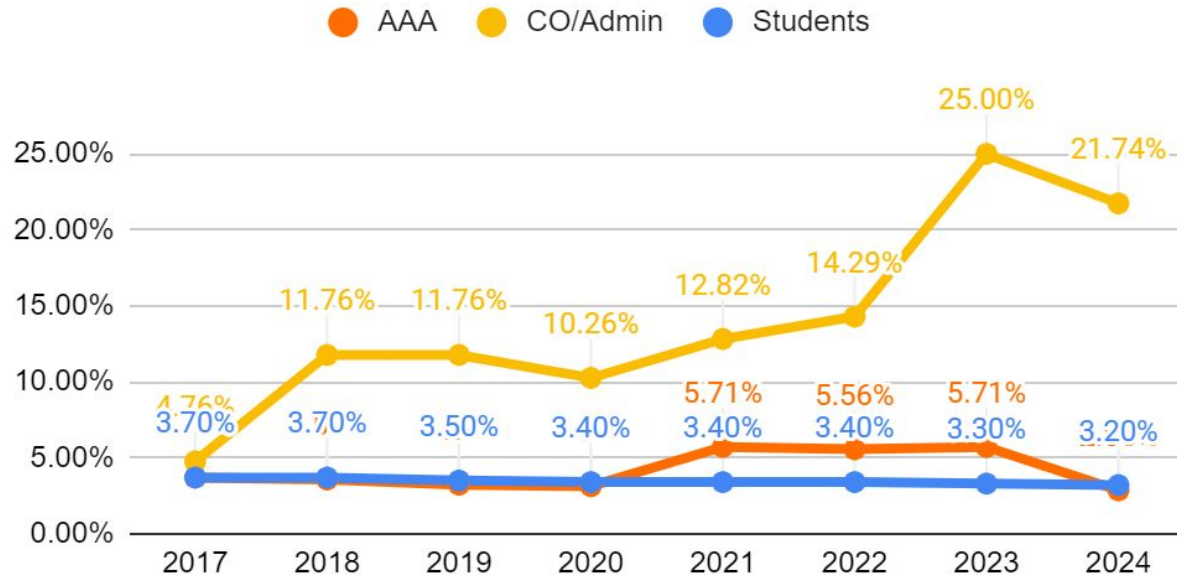


Black/African American: AEA-A, AEA-D, and Students



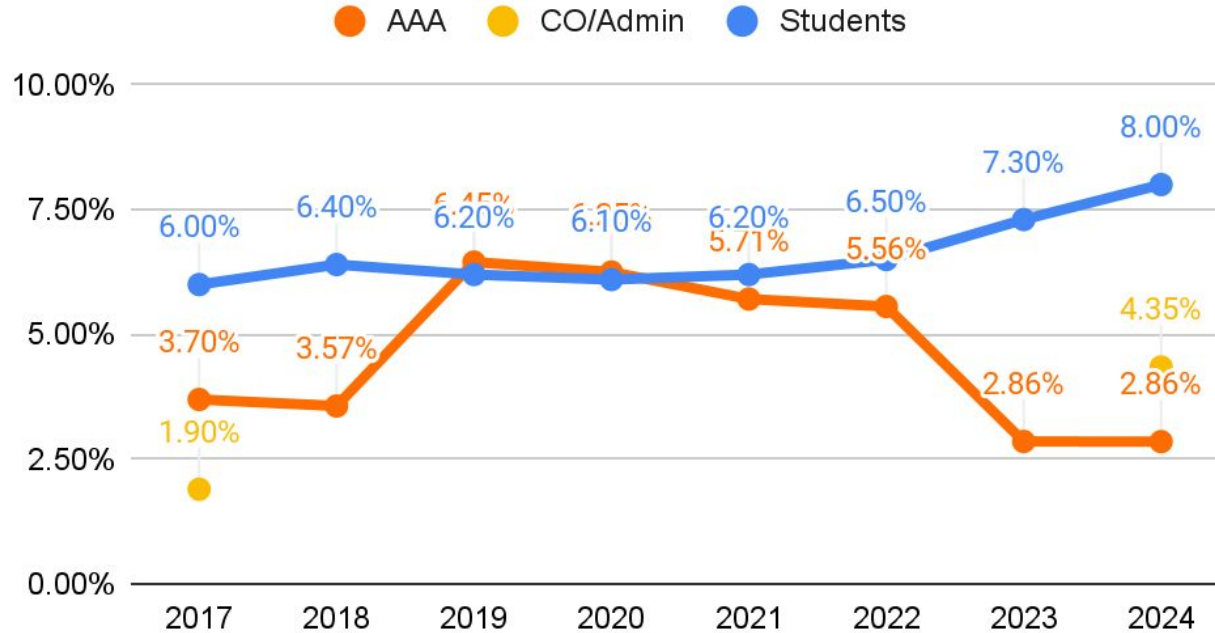


Black/African American: AAA, CO/Admin, and Students





Hispanic/Latino: AAA, CO/Admin, and Students





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Staff Onboarding and Retention

AEA Unit A Hires



- 61 New Educators started in their positions on or since August 28, 2024
 - 1 replaced an educator who retired
 - 35 replaced educators who resigned
 - 12 replaced educators who moved to another position
 - 7 replaced educators who are on a leave of absence
 - 6 are new positions in the budget or added because of the needs this year
 - 12 had been teaching assistants, student teachers or substitutes
 - 42 have at least a Master's Degree
- 10 educators started between October 2023 and May 2024

Administrators, AEA Unit D, AEA Unit C and Other Hires



- New Administrators were introduced during a September School Committee Meeting
- 50 new Teaching Assistants, SSPs, Building Substitutes, Tutors, and hiring is continuing.
- New Administrative Assistants at Menotomy Preschool, Hardy Elementary School and Central Office
- New staff in Business Office, Communications and Family Engagement, Food Services, Arlington After School, Day Care, and Traffic

Most Common Primary Reasons for Resignations



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- Professional move within education (17 responses, 40.5%)
- Moving away from the area (5 responses; 11.9%)
- Leaving the education field for other career options (7 responses; 16.7%)
- Personal/family reasons (3 responses; 7.1%)
- Retirement (3 responses; 7.1%)
- Increased compensation (2 responses; 4.8%)
- Other reasons provided: dissatisfaction with position, commute time, lack of diversity.



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Student / Staff Outcomes and Next Steps

Strategic Priority 2: Valuing All Staff



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How strong the social connection is between teachers and students within and beyond the classroom.

Percent Favorable



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Percent Favorable



Current Vacancies



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- Spanish Teacher, Ottoson
- Special Education Teacher, AHS
- Paraprofessionals (18 across different schools, and there may be some additions based on IEPs)
- Long Term Substitute Math Teacher, Ottoson
- Long Term Substitute Math Teacher, AHS
- Long Term Substitute Science Teachers, AHS
- Long Term Substitute English Teacher, AHS
- Long Term Substitute Grade 2 Teacher, Hardy
- Interim Assistant Principal, AHS
- Interim Assistant Principal, Ottoson
- Food Service Employees
- Cafeteria/Recess Monitors

Recent and Current Initiatives



- Working Groups in 2023-2024 focused on staffing and retention and professional development. We found that staff prefer to work close to where they live, value the connections they have with their colleagues and want opportunities for growth.
- Next Steps suggested include:
 - Promoting pathways that already exist for students and paraprofessionals to become teachers.
 - Better advertise and promote the benefits educators have in Arlington, beyond salary
 - Finding more ways to create connections and a sense of belonging among staff
 - Create better onboarding experiences for new staff in the schools.
- Working with DEIBJ Task Force to promote diversity, equity, inclusion, access, and belonging across APS
- Participation in DESE Teacher Diversification PLC, MPDE, and Superintendent's Leadership Conference through DESE and William James College

Questions?



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