



Equity, Diversity and Inclusion Subcommittee

QPS Human Resources EDI Update

October 20, 2021



Employee Demographic Data

October 2021



QPS Recruitment and Hiring 2021-2022

- **MPDE Virtual Job Fair Participation -- March 2021**
- **MPDE Website Expanded QPS Job Postings**
- **School Spring Expanded QPS Job Postings**
- **Addition of Inclusive Language in All QPS Postings:**

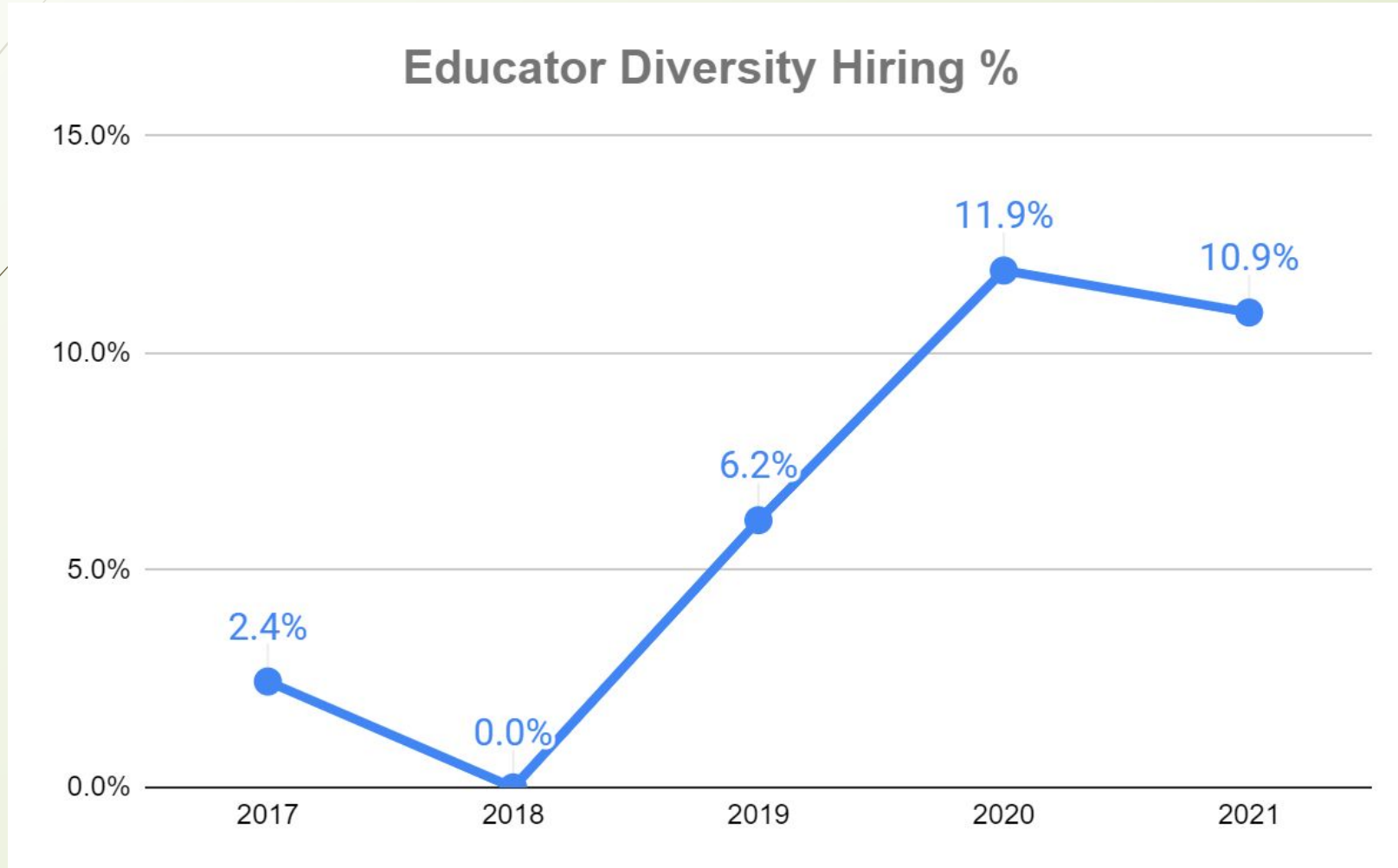
Quincy Public Schools strives to create an inclusive and racially affirming environment that welcomes and values the diversity of our staff and students. We foster fairness, equity, and inclusion to create a workplace environment where everyone is treated with respect and dignity. Join the team and be part of a dynamic multicultural community. Thank you for your interest in joining our professional team.

2017-2021 Educator Hiring by Year

2017 - 2021 Educator Hiring by Year						
Race/Ethnicity	2017	2018	2019	2020	2021	5 Year Total
Asian	1	0	2	5	3	11
Black/African American	0	0	2	0	1	3
Hispanic or Latino	0	0	0	0	3	3
White	40	48	61	37	57	243
TOTAL	41	48	65	42	64	260

2017-2021 Educator Hiring by Year

5-Year Trend



2017-2021 Paraprofessional Hiring by Year

2017 - 2021 Paraprofessional Hiring by Year						
Race/Ethnicity	2017	2018	2019	2020	2021	5 Year Total
Asian	2	2	4	8	2	18
Black/African American	0	3	2	1	2	8
Multi-Race non-Hispanic	0	1	2	0	0	3
White	18	28	34	22	35	137
TOTAL	20	34	42	31	39	166

2017-2021 Paraprofessional Hiring by Year

5-Year Trend

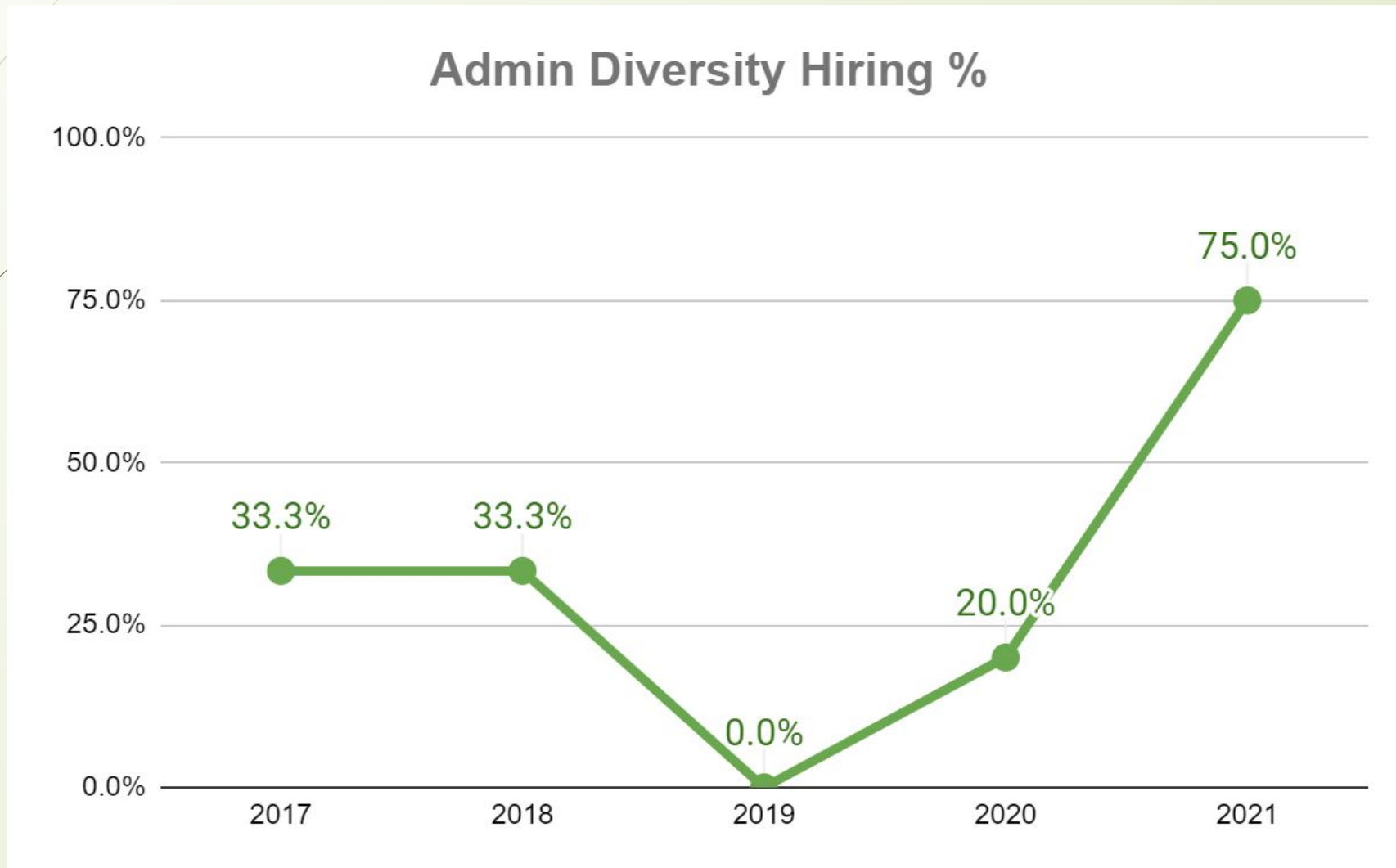


2017-2021 Administrator Hiring by Year

2017 - 2021 Admin Hiring by Year						
Race/Ethnicity	2017	2018	2019	2020	2021	5 Year Total
Asian	1	1	0	1	0	3
Black/African American	1	0	0	0	2	3
Hispanic or Latino	0	0	0	0	1	1
White	4	2	1	4	1	12
TOTAL	6	3	1	5	4	19

2017-2021 Administrator Hiring by Year

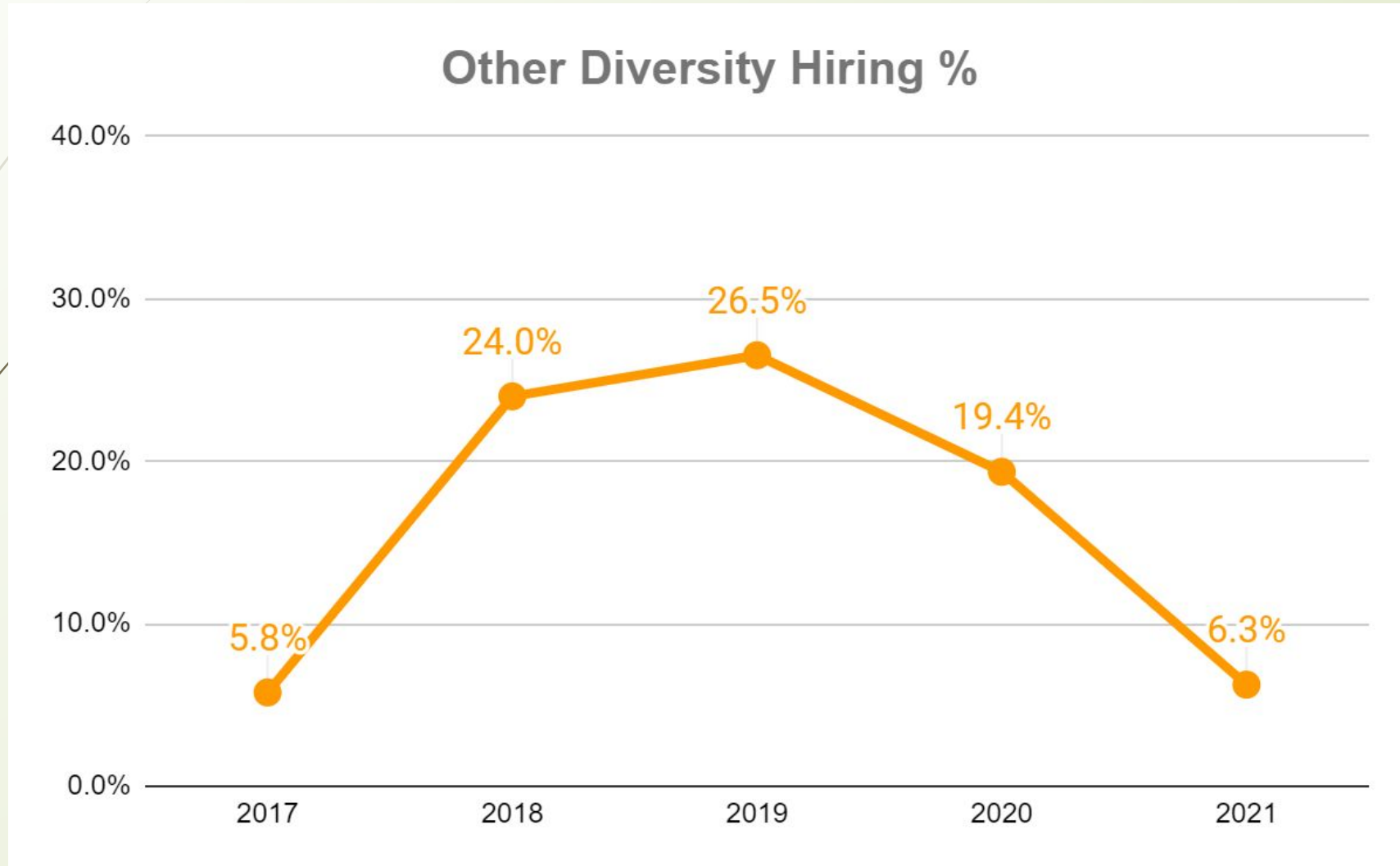
5-Year Trend



2017-2021 Other Hiring by Year

2017 - 2021 Other Hiring by Year						
Race/Ethnicity	2017	2018	2019	2020	2021	5 Year Total
Asian	1	6	9	6	1	23
Black/African American	1	5	3	0	1	10
Hispanic or Latino	1	1	1	0	0	3
White	49	38	36	25	30	178
TOTAL	52	50	49	31	32	214

2017-2021 Other Hiring by Year



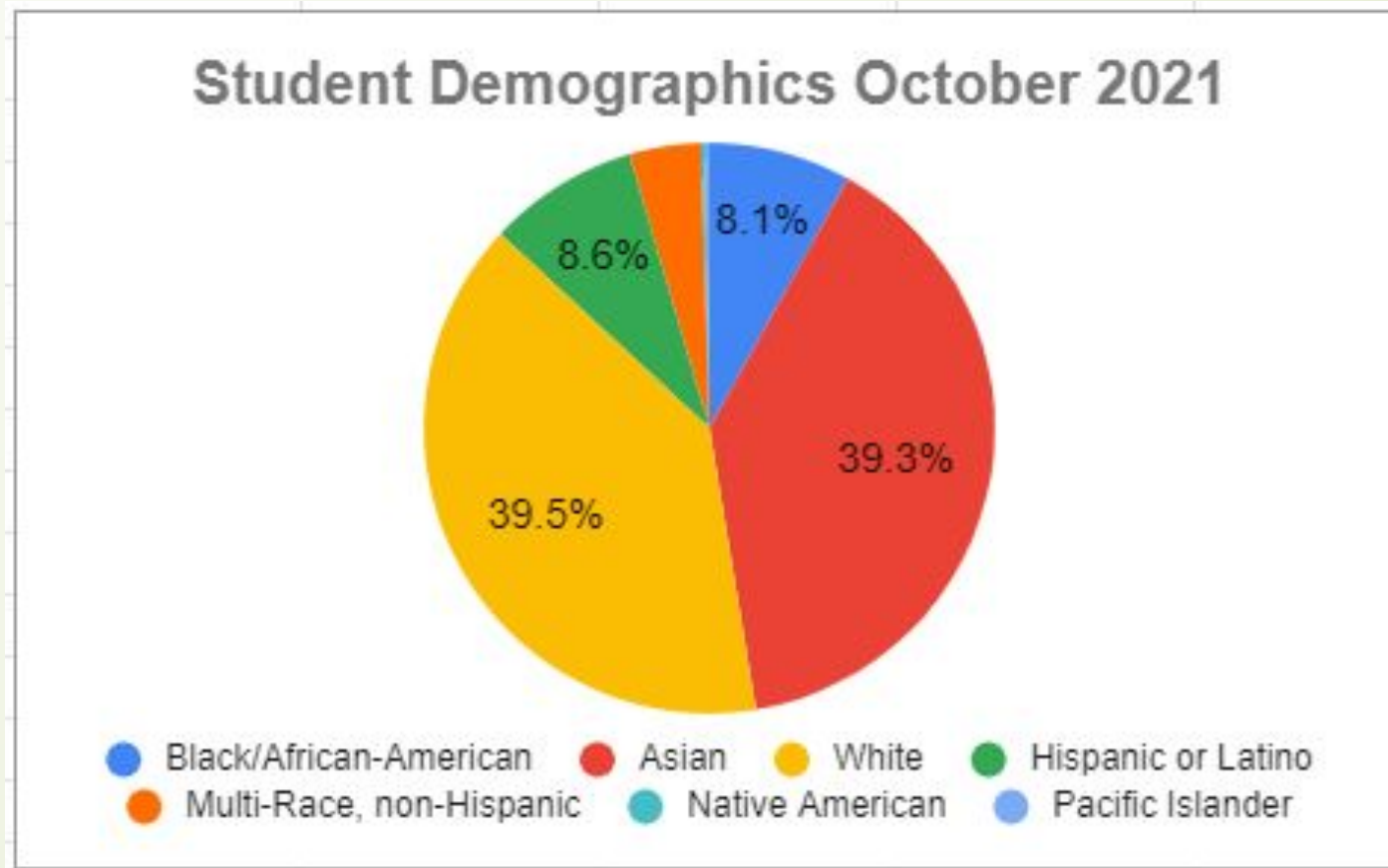
QPS Staff Diversity; 5-Year Trend



QPS Staff Diversity by Year					
	2017	2018	2019	2020	2021
Educator	4.7%	4.4%	4.7%	5.0%	5.5%
Paraprofessional	12.8%	14.7%	15.6%	18.8%	15.9%
Administrator	3.5%	5.2%	5.4%	7.1%	12.3%
Other	10.2%	10.9%	12.9%	12.9%	9.1%
% of Total Pop	7.0%	7.3%	8.2%	8.8%	8.1%

Diversity of Current Staff 2021-2022

2021	Asian	Black / African American	Hispanic or Latino	Mult-Race non-Hispanic	Native American	White
Educator	4.2%	0.4%	0.7%	0.1%	0.0%	94.5%
Paraprofessional	14.5%	1.4%	0.0%	0.0%	0.0%	84.1%
Administrator	5.3%	5.3%	1.8%	0.0%	0.0%	87.7%
Other	8.8%	2.7%	0.3%	0.0%	0.0%	88.2%

Diversity of QPS Students 2021-2022





Diversification Initiatives 2021 - 2022



MA DESE Teacher Diversification Professional Learning Community (TDPLC) 2021-2022

- Since October 2019, the MA DESE has developed and implemented the Teacher Diversification Professional Learning Community – formerly the Diversity Network
- Will support and enhance school and district understanding of the components needed to develop and implement a comprehensive talent diversification strategy (recruitment, selection, and retention) centered on cultural proficiency
- School and District teams will have the opportunity to participate in shared learning, collaboration across schools and districts, and planning with their own teams
- Sessions will elevate best practices and diverse perspectives wherever possible
- Monthly Virtual Sessions, from October 2021 through June 2022

MA DESE TDPLC 2021-2022

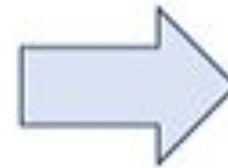
Theory of Action

Cultural Proficiency

- All staff contributing to recruitment, hiring, support and retention are continuously engaging in cultural proficiency/equity work to limit the manifestation of bias in staff and student experience.

Talent Strategy

- All talent management strategies include a clear vision for diversification, metrics of success, and processes to continuously reflect and refine to ensure all policies, systems, and structures are designed to limit the manifestation of bias.



Recruitment and retention of a more diverse workforce, and, ultimately, improved, culturally responsive, educational experiences and improved outcomes for all students, particularly students of color.

MA DESE TDPLC 2021-2022

Guiding Principles

Through participation in the TDPLC schools and districts will focus on a range of components that are critical for a strategic approach to the recruitment, selection, and retention of staff of color. Embedded in the theory of action referenced above are several guiding principles that will ground the work of the TDPLC.

- **Vision:** Designing an effective strategy to diversify the teacher workforce must be grounded in a clear vision of "why" a more diverse teacher workforce is connected to equity for students, particularly students of color.
- **Cultural Proficiency:** Reaching the goals of a talent diversification strategy requires the ongoing work, across school and district staff, toward cultural proficiency.
- **Data:** The diversification strategy must be based in a range of qualitative and quantitative data sources including stakeholder experience data.
- **Continuous Improvement:** Effective talent practices are not stagnant and can always be improved; the strategy should reflect systems and structures that allow for ongoing data review, reflection and refinements.



MA DESE PLC 2021-2022

Quincy Public Schools Team Members:

- Erin Perkins, Assistant Superintendent
- Maura Papile, Senior Director of Student Support Services
- Daniel Gilbert, Principal, Broad Meadows Middle School
- James Ikeda, Social Studies Teacher, Quincy High School
- Allison Cox, Director of Human Resources and Educator Development



MA DESE Teacher Diversification Pilot Program Grant Opportunity 2021-2022

Supports school and district efforts to strengthen and diversify existing teacher recruitment and retention programs.

QPS Proposal will:

- Create an educator pipeline for paraprofessionals and others***
- Provide tuition reimbursement to support enrollment into and completion of an approved educator preparation program***
- Support up to five individuals***

Massachusetts Partnership for Diversity in Education (MPDE) Update

- **MPDE Priorities and Goals for 2021-2022**
- **Administrator Certification Program; carried over from 2020-2021**
- **MPDE Monthly meetings shifting focus**
 - *More working time to create tangibles to bring back to districts*
- **DEI Consultancy-supported MPDE monthly meetings**
 - *Developing an MPDE model for centering equity in recruitment and hiring*
 - *Developing a racial equity audit for hiring managers*
 - *Developing an MPDE DEI Toolkit for developing best practices in recruiting, hiring, retaining*



Thank you!

Any Questions?

