



Pathways Opportunities for Student Success	Family and Community Partnerships	Successful Workforce	Safe and Secure Environment
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Pillar III: Develop and Support a Successful Workforce

OBJECTIVE III.i: CCPS recruits and retains highly qualified and diverse employees reflective of our school system community.

OBJECTIVE III.ii: CCPS provides professional and leadership development to retain and promote an effective and culturally competent workforce.

OBJECTIVE III.iii: CCPS leaders promote a culture of continuous improvement of academic achievement, employee growth, and operations.

Priority Focus Areas for 2018-19	Baseline Performance	Performance Targets																																						
		2018-2019	2022	2023																																				
Recruit and retain highly qualified and diverse employees reflective of our school system community.	<table border="1"> <thead> <tr> <th>Ethnicity</th> <th>Staff</th> <th>%</th> </tr> </thead> <tbody> <tr><td>African American</td><td>82</td><td>2.4 %</td></tr> <tr><td>American Indian/AK Native</td><td>13</td><td>0.4%</td></tr> <tr><td>Asian</td><td>16</td><td>0.5%</td></tr> <tr><td>Caucasian</td><td>3,227</td><td>95.2%</td></tr> <tr><td>Hispanic</td><td>33</td><td>1.0%</td></tr> <tr><td>Pacific Islander</td><td>0</td><td>0.0%</td></tr> <tr><td>Two or More Races</td><td>17</td><td>0.5%</td></tr> <tr><td>Total</td><td>3,388</td><td></td></tr> <tr><td>Minority Percentage</td><td>4.8</td><td></td></tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Retention Rates</th> </tr> </thead> <tbody> <tr> <td>2018 Non-minorities</td> <td>93%</td> </tr> <tr> <td>2018 Minority</td> <td>90%</td> </tr> </tbody> </table>	Ethnicity	Staff	%	African American	82	2.4 %	American Indian/AK Native	13	0.4%	Asian	16	0.5%	Caucasian	3,227	95.2%	Hispanic	33	1.0%	Pacific Islander	0	0.0%	Two or More Races	17	0.5%	Total	3,388		Minority Percentage	4.8		Retention Rates		2018 Non-minorities	93%	2018 Minority	90%	2019: Increase minority staff percentage to 5%	2022-23: 6% of staff will be minority	2023
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2019: 93% minority retention rate	2022-23: Minority retention rate equal to non-minority retention rate																																							
CCPS will offer 25% more open contracts to qualified minority teachers than the preceding year.	16 open contracts 2020 - 2021	N/A	20	25																																				



Each area of the school system will improve staff diversity by filling 5% of the vacancies with minority candidates.

AREA	TOTAL STAFF	MINORITY STAFF
ELEMENTARY	1507	38
MIDDLE	638	30
HIGH	988	49
CURRICULUM, EQUITY, PERFORMANCE	89	5
OPERATIONS	211	13
SPECIAL EDUCATION	65	0
STUDENT SERVICES	52	5
TECHNOLOGY SERVICES	39	3

5% of vacancies will be filled with minority candidates

CCPS will improve the rate of employees who respond 7 or higher (out of 10) that we have a “comfortable, supportive work environment” on the annual minority employee engagement survey.

TBD

5% increase in baseline perceptions of employee satisfaction

10 % increase in the baseline perceptions of employee satisfaction