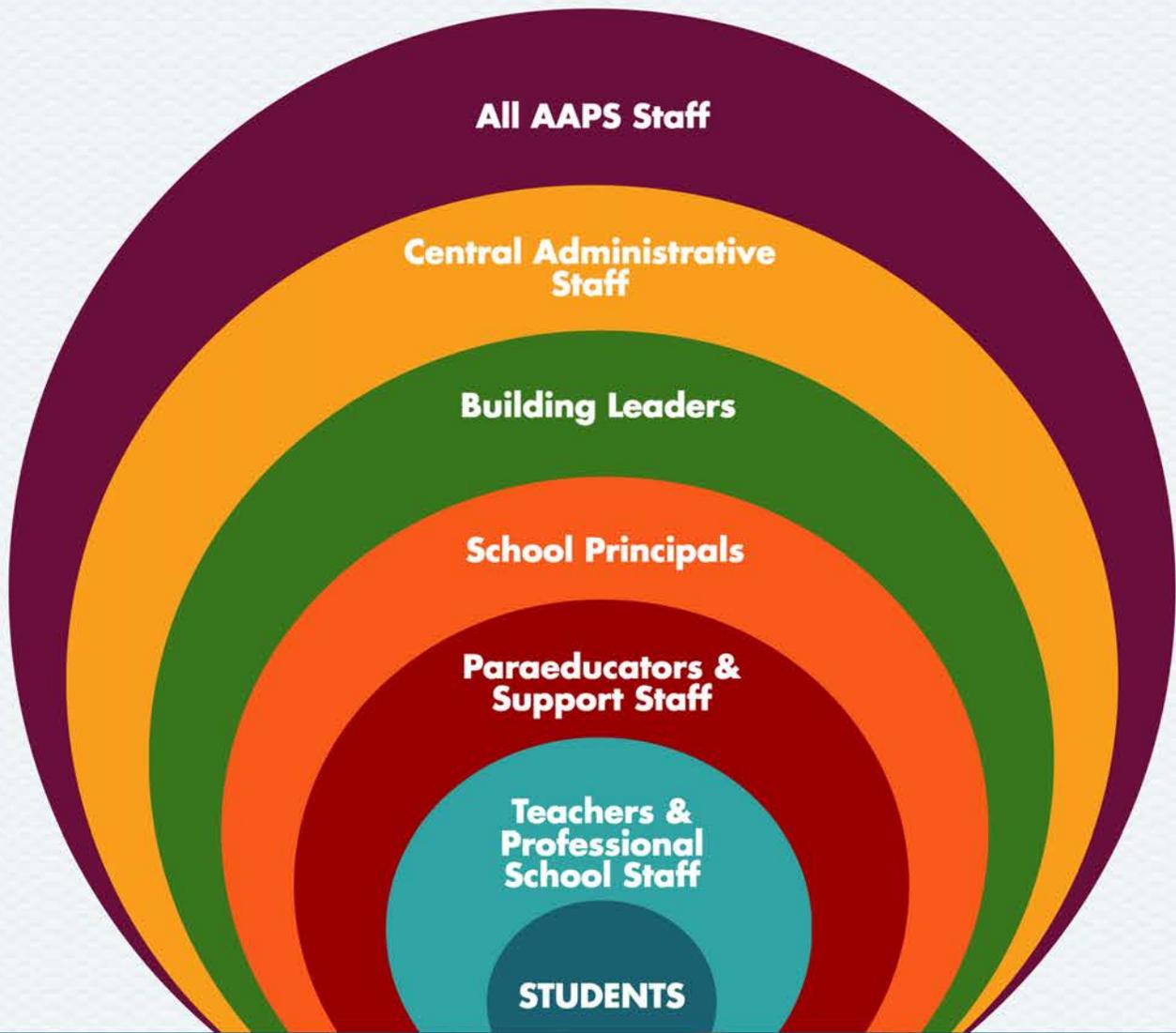
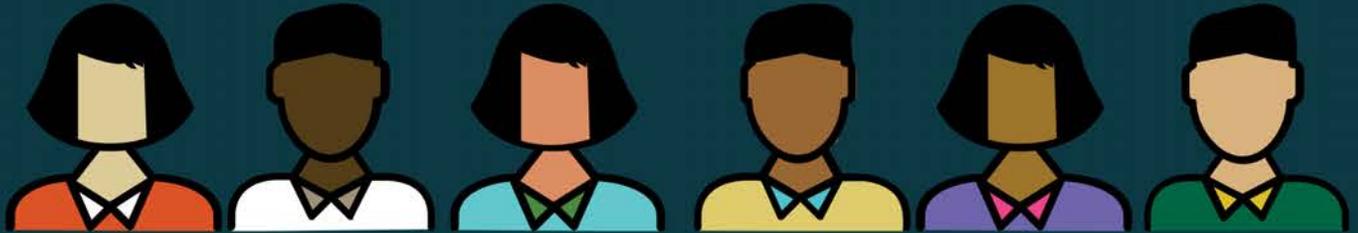


2016-17 AAPS Staffing Report



Exceptional⁺



ANN ARBOR PUBLIC SCHOOLS

2016-2017 STAFFING REPORT

Board of Education

December 14, 2016

Jeanice K. Swift, Ph.D.

Superintendent of Schools

Diversity Core Values

In the Ann Arbor Public Schools, we:

- ✓ respect diversity, celebrate and benefit from a rich, diverse learning and work environment, and understand that diversity strengthens the organization.
- ✓ Recognize diversity as a strength both within the Ann Arbor community and in the Ann Arbor Public Schools.
- ✓ understand that our students and staff benefit from the many perspectives and rich culture of a diverse educational environment.
- ✓ know that it is beneficial for students to have diverse and positive role models at school, and across our AAPS organization.
- ✓ know that students who learn, grow, and succeed in a diverse K-12 environment will be much better prepared to take their next steps in a diverse world.



How Well Does Our AAPS Staff Mirror The Diversity Of Student And Community Population?

2016-17 Action Plan for Minority Teacher Recruitment

- ☑ Develop network of key contacts for minority candidates (UM, EMU, sororities, Upward Bound)
- ☑ AAPS recruitment materials delivered to historically black universities
- ☑ Network with university staff to tap excellent minority student teachers
- ☑ Host Diversity Teacher Recruitment Virtual Career Fair – April 19, 2015
- ☑ Outreach to minority recruits from MSU, U of M, EMU and Wayne State.
- ☑ Schedule smaller, more intimate setting to meet with AAPS student teachers and recommended teachers from other districts
- ☑ Hire teachers earlier in hiring season.
- ☑ Advertisement on Linked-In, Facebook, etc.
- ☑ Develop recruiting video promotes success in AAPS organization

2016-2017 Staff Totals By Group

Professional School Staff <i>(includes Teachers, Counselors, School Social Workers, Speech Therapists, Occupational Therapists, School Psychologists, School Nurses, Intervention Specialists)</i>	1,300
Para Educators & Other School Support Staff <i>(includes Paraprofessionals, Office Professionals, Coordinators & Technical Support Personnel)</i>	540
Building Principals <i>(also included in Building Leadership)</i>	32
Building Leadership <i>(includes Principals, Assistant Principals, Class Principals & Athletic Directors)</i>	49
Central Office Administration <i>(includes Cabinet, Directors, Assistant Directors, Coordinators, Communications, SISS Assistant Directors & Supervisors)</i>	32
TOTAL*	1,921

**Staffing numbers are fluid and can change daily*

Teacher Hires, Resignations, Retirements and Leaves

	2015-16	2016-17
Total Hires	99	194
Resignation Replacement Hires	21	42
Retirement Replacement Hires	37	65
Leave Replacement Hires	11	21
Additional Hires	30	66*

*The 2016-2017 data reflects increases to

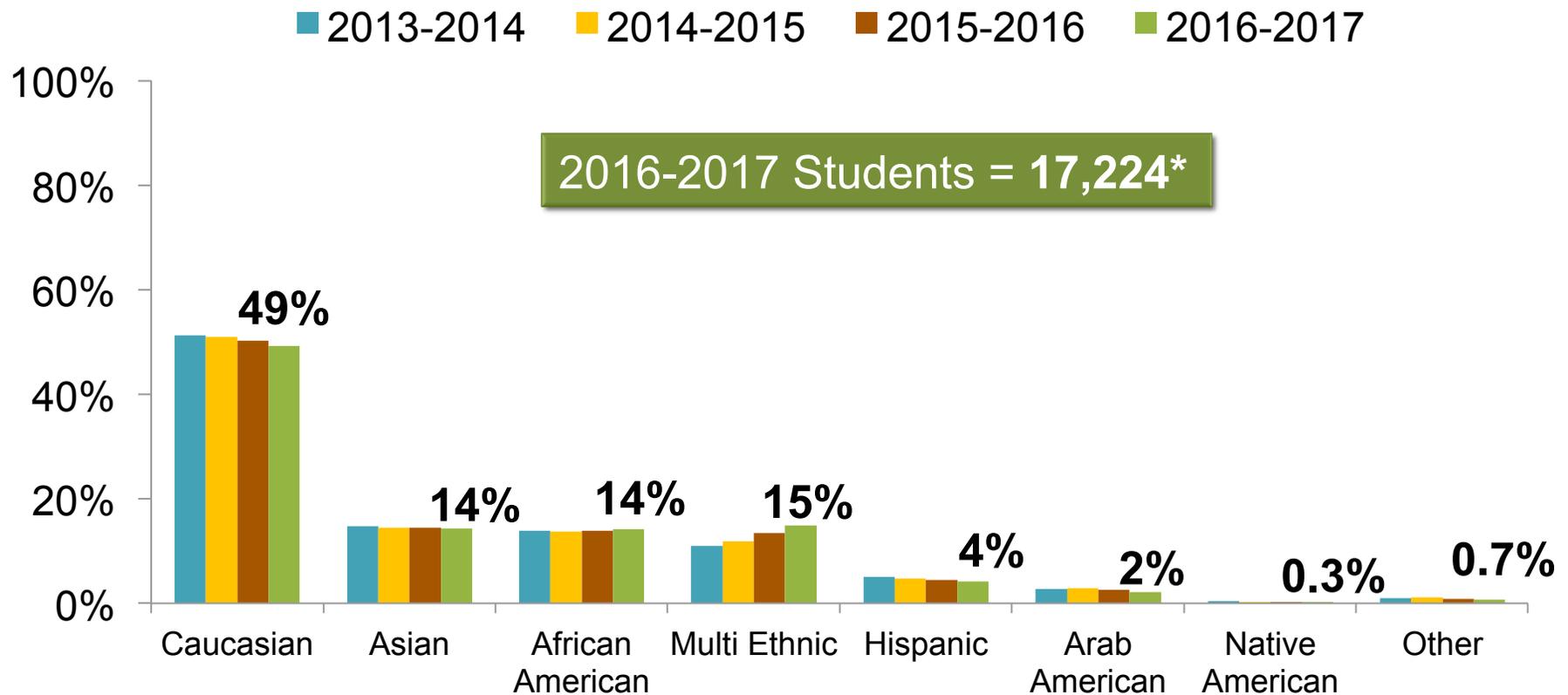
- Improve class sizes at all levels
- Addition of 8th grade at A2 STEAM;
- Project Lead the Way at all elementary buildings and at the secondary level;
- Additional Preschool and Young Fives classrooms;
- Increase in Special Education staff;
- Support growing enrollments across all schools.



ANN ARBOR PUBLIC SCHOOLS STUDENT AND STAFF

2016-17 Race/Ethnicity Data by Group

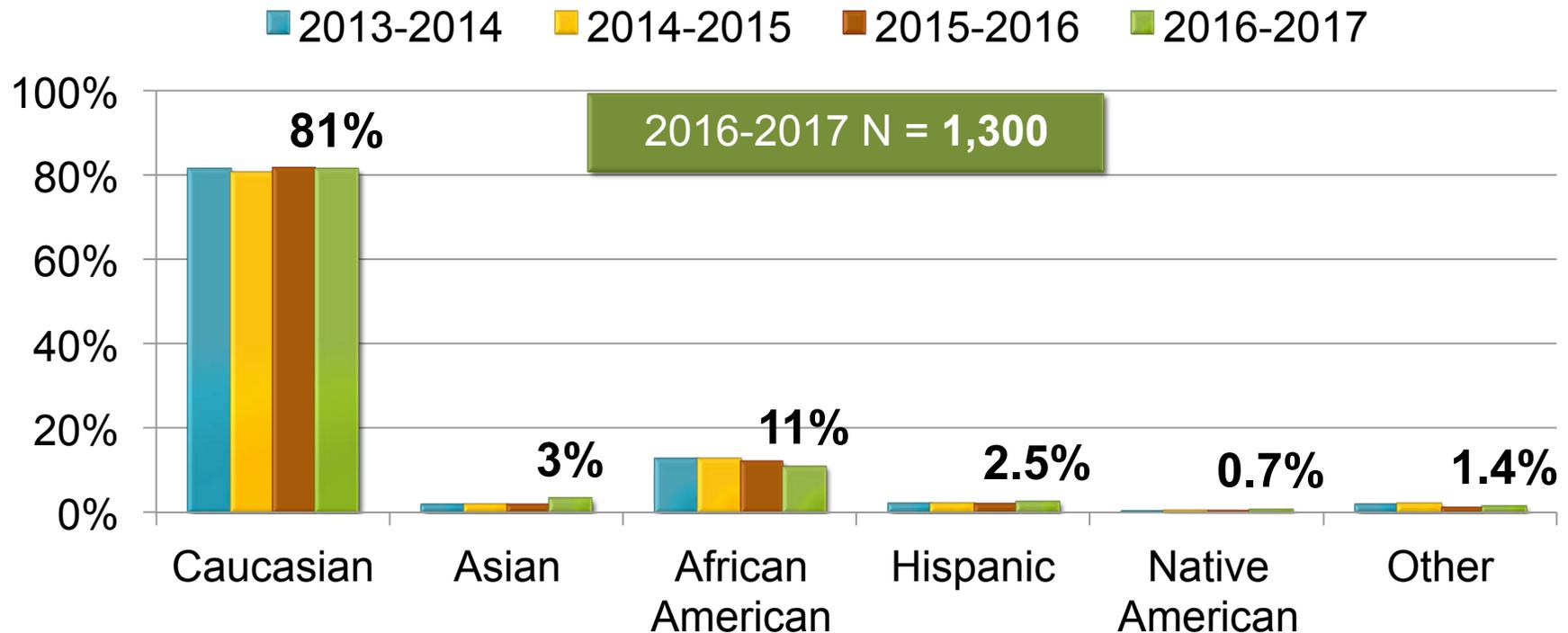
AAPS Student Population - Race/Ethnicity



* Excludes students in county programs

Professional School Staff

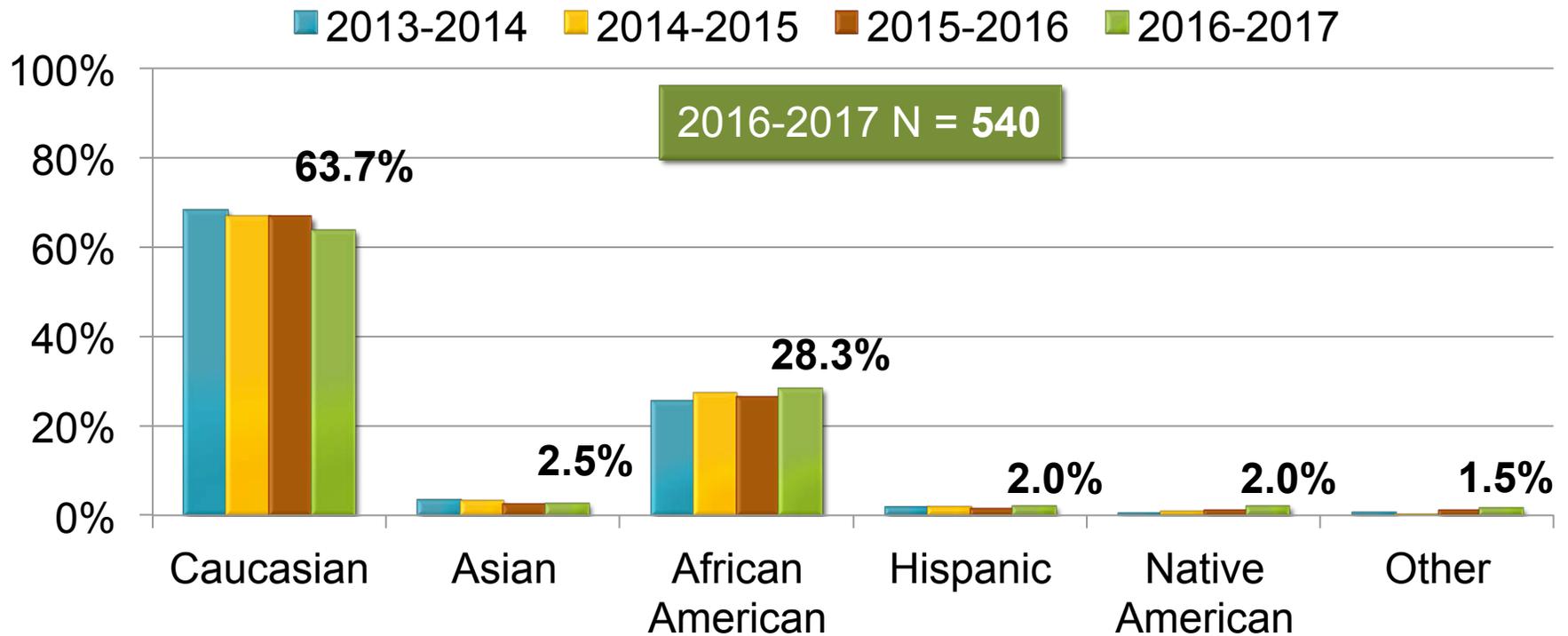
(Teachers, Counselors, School Social Workers and Professional School Staff)



Due to the nature of Federal reporting on employees, staff is not surveyed for Arab American and Multi Ethnic groups. Arab American and Multi Ethnic employees are reported under Caucasian. Employee information is self-reported and the District can only report what is reported by employees

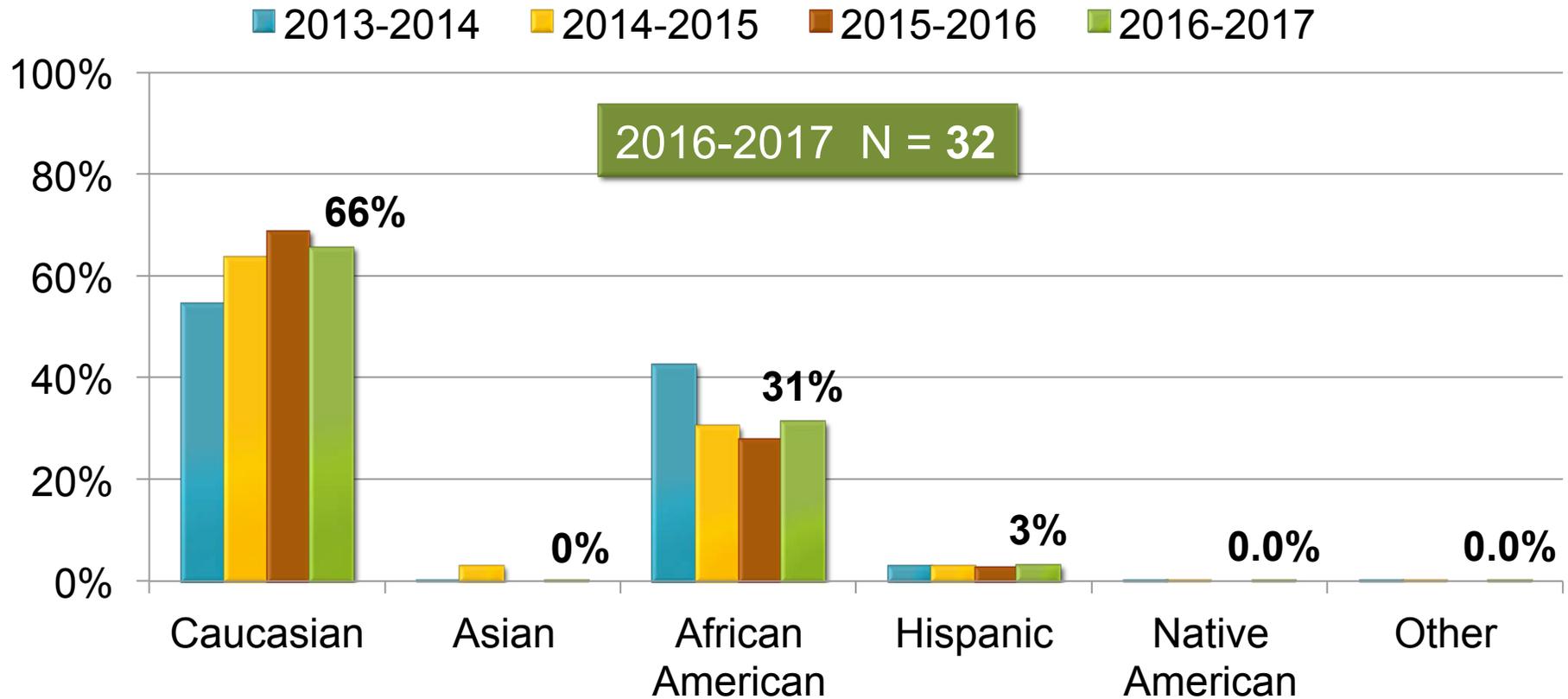
Para Educators & Other School Support Staff

(Para Educators, Office Professionals, Coordinators & Technical Support Personnel)



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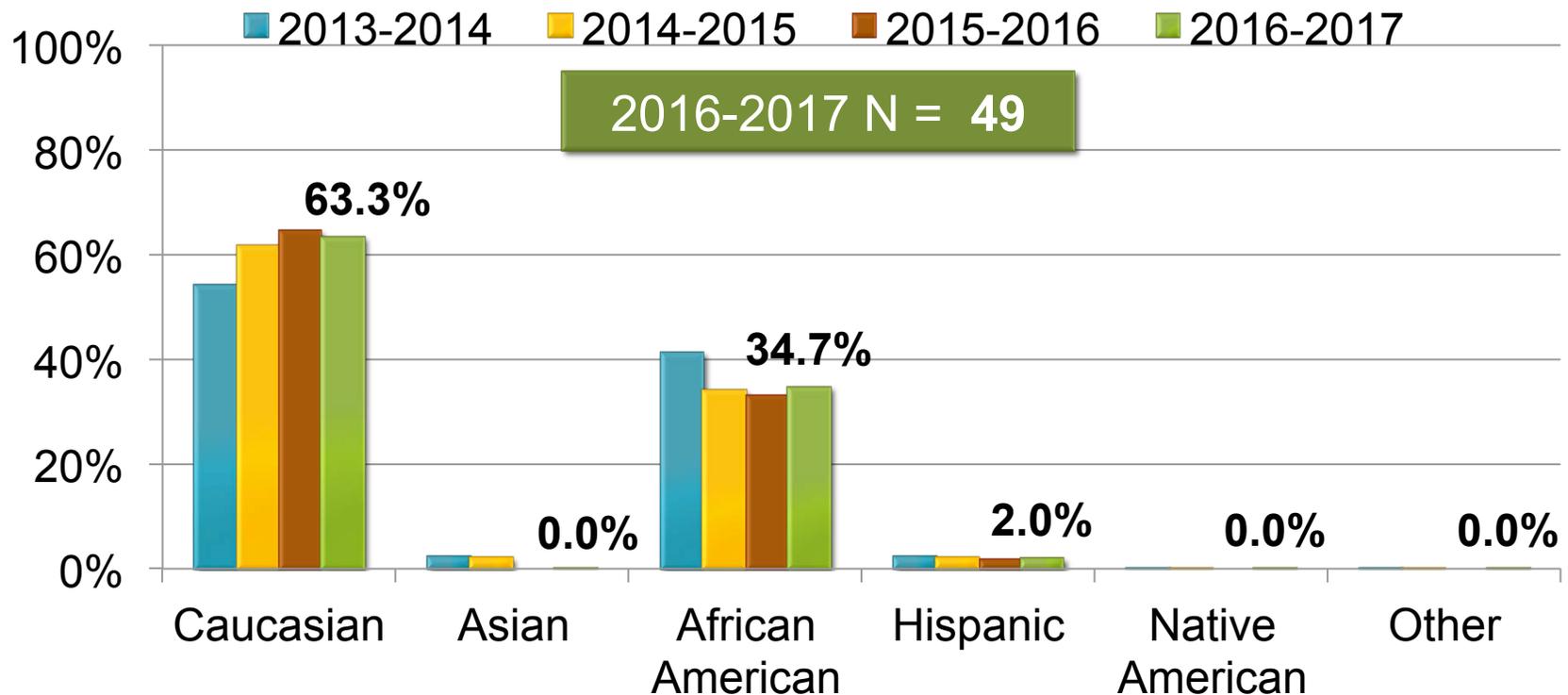
Building Principals



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Building Leadership

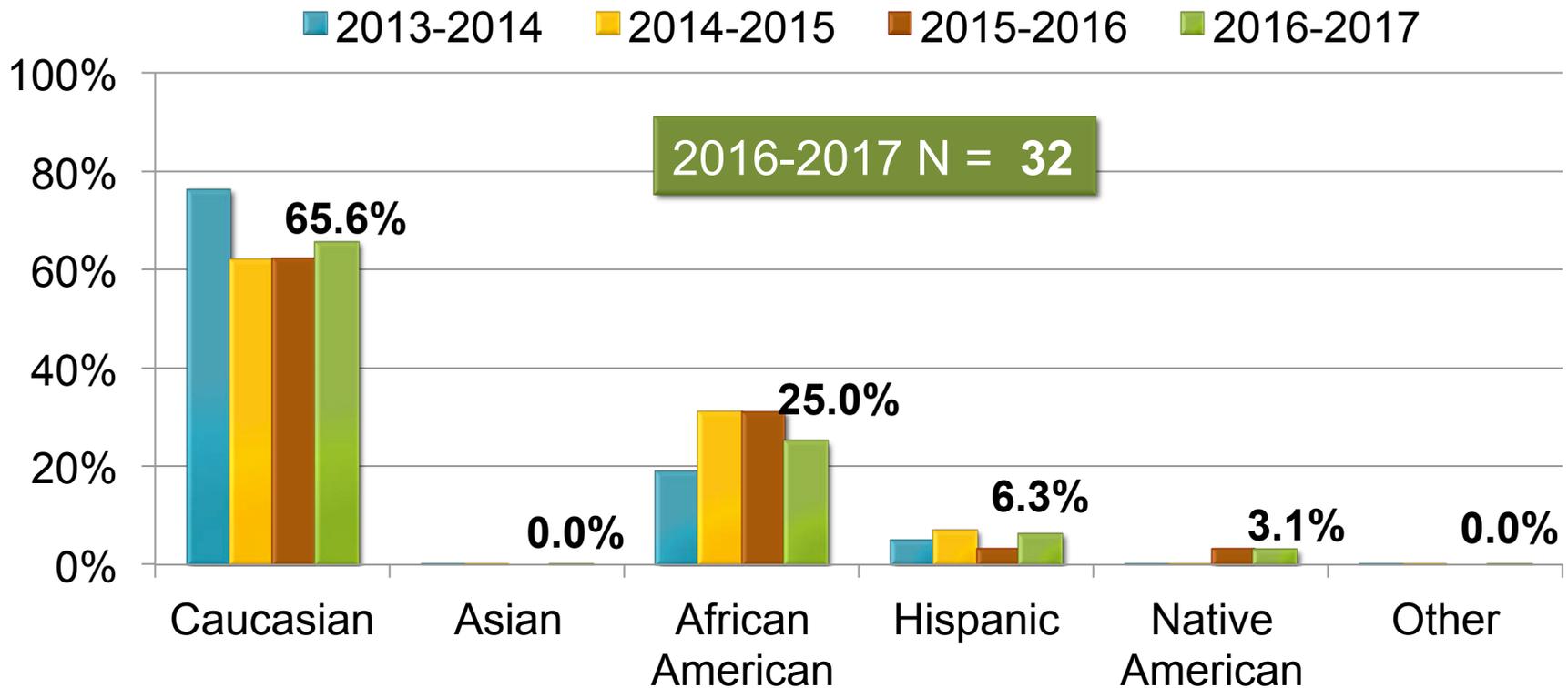
(Principals, Assistant Principals, Class Principals and Athletic Directors)



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Central Office Administration

(Cabinet, Directors, Assistant Directors, Coordinators, Communications, SISS Assistant Directors & Supervisors)



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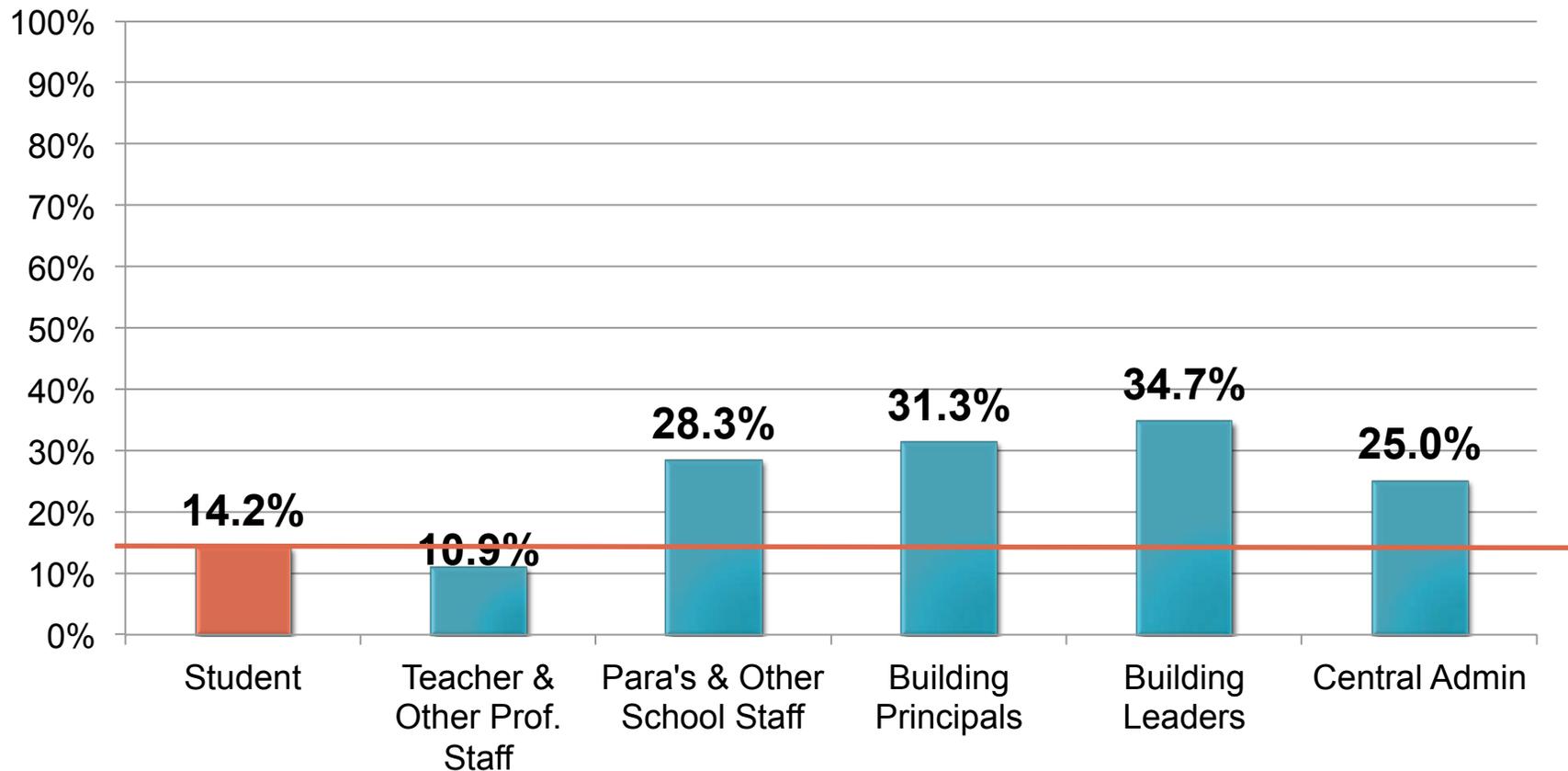


ANN ARBOR PUBLIC SCHOOLS STAFF & STUDENT

2016-2017 Comparison Data

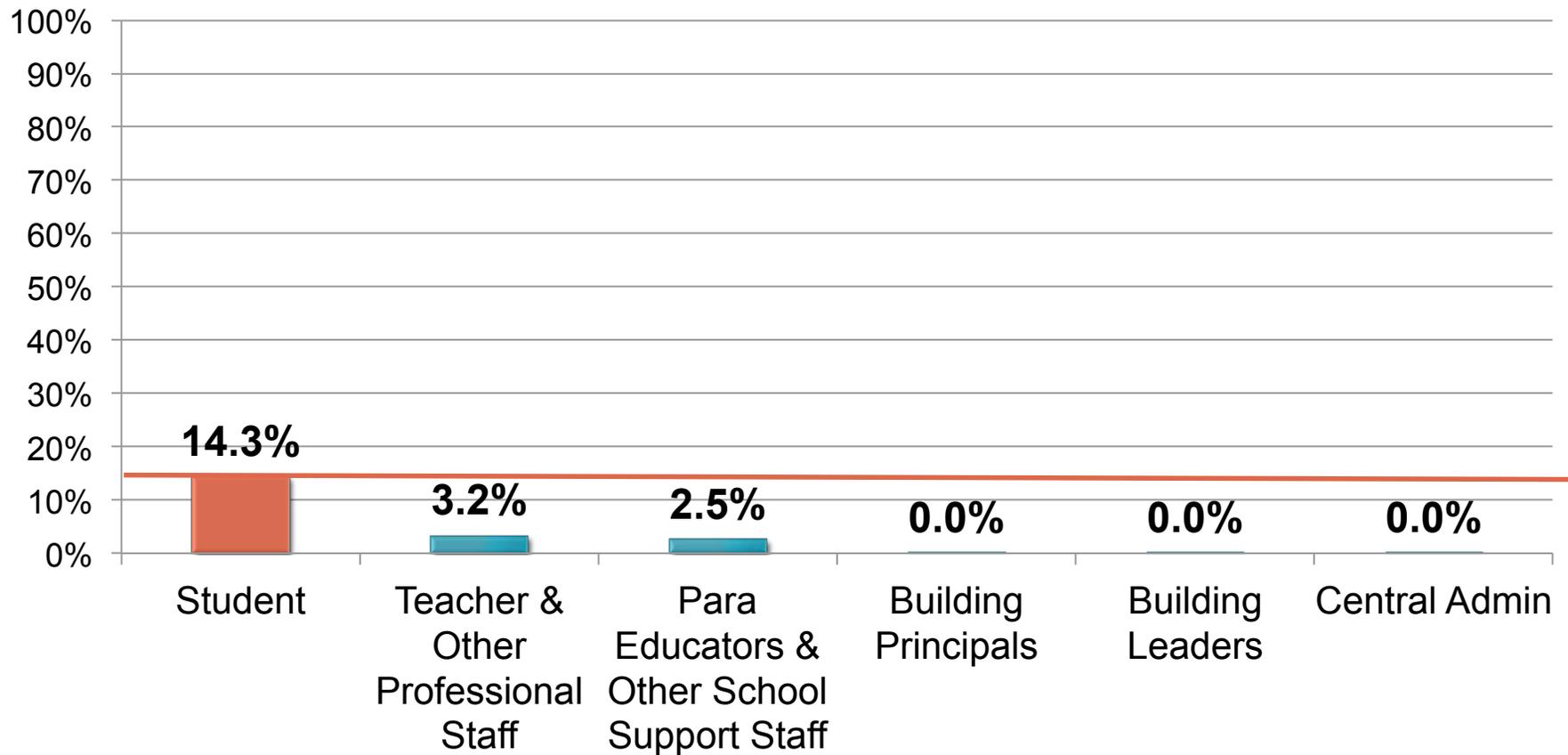
Professional Staff

African American Representation



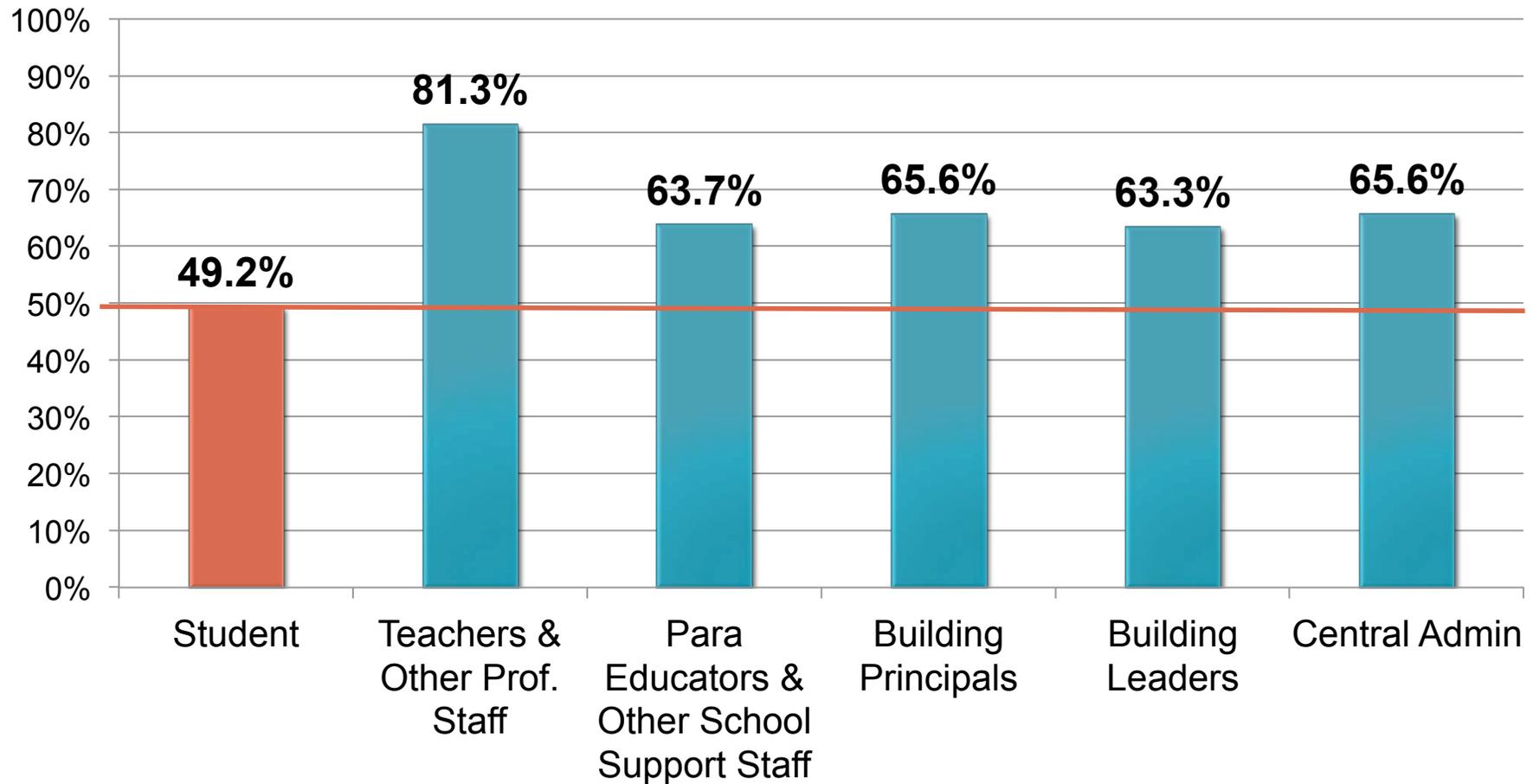
Professional Staff

Asian Representation



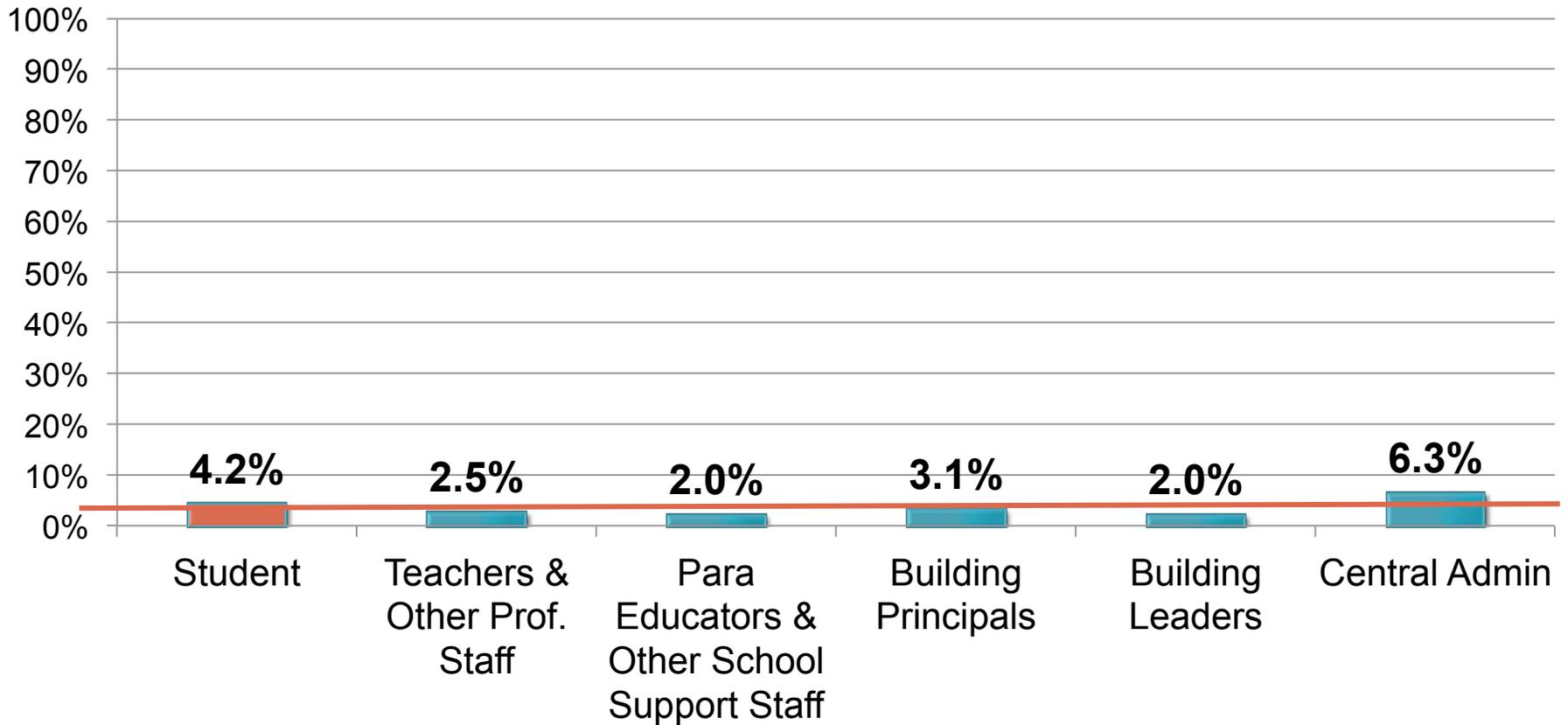
Professional Staff

Caucasian Representation



Professional Staff

Hispanic Representation



Next Steps

- Continue to partner with Minority Affairs Committee
- monitor our progress (numbers) in ensuring that all race/ethnic areas are well-represented.
- Continue to attract strong, diverse, candidate pools and hire the very best candidates.
- Continue to ensure that diverse employees sit on all hiring committees, at all levels of the organization.
- Consider 'grow your own' types of teacher preparation programs to engage and connect more diverse prospective candidates into the teaching profession.
- Continue the conversation, in all our settings, about our priority and value for ensuring a diverse AAPS team.

Exception  1
ANN ARBOR PUBLIC SCHOOLS

We Care

#WeCareA2Schools