

Exceptional⁺



ANN ARBOR PUBLIC SCHOOLS

2018-19 STAFFING REPORT

December 12, 2018

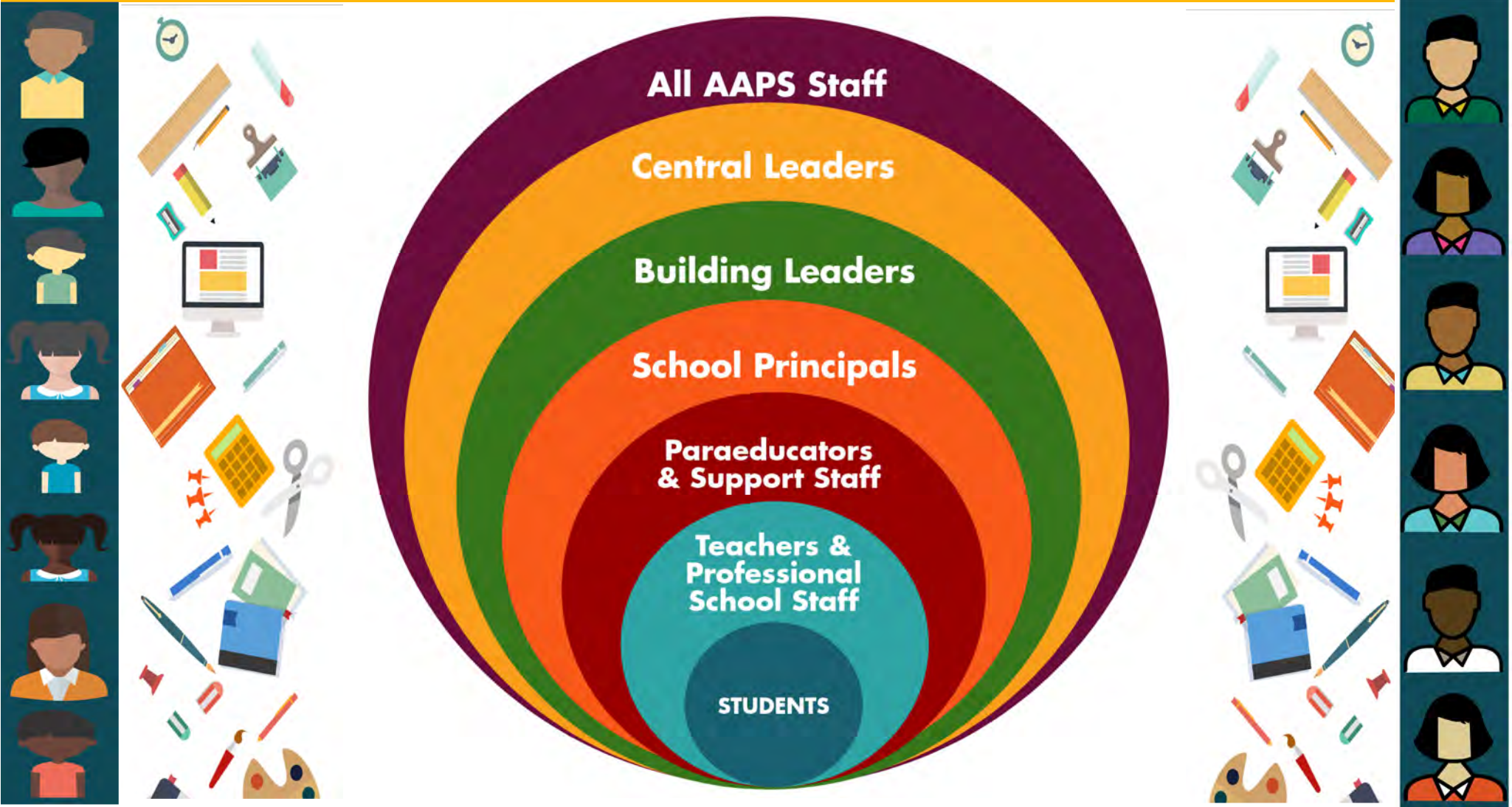


Abbot Elementary

Promoting diversity in staffing enables students from different backgrounds to identify with teachers, effectively enhancing their trust in a learning environment.



Bryant Elementary

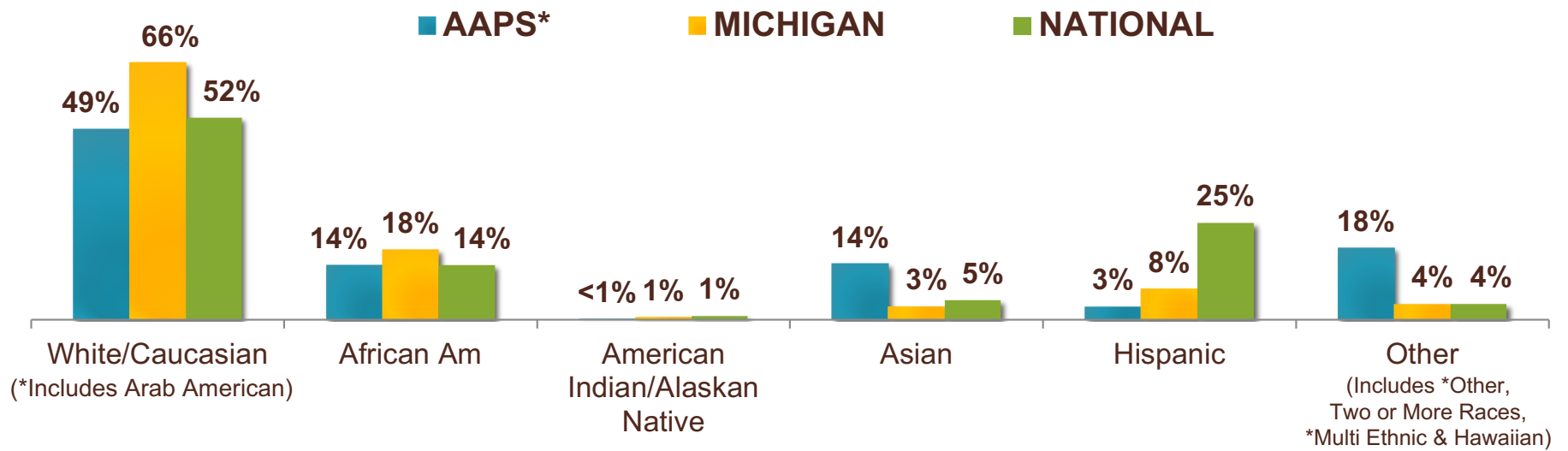


2018-19 STUDENT & STAFF RACE/ ETHNICITY State & National Comparison



Student Comparison

AAPS / State / National



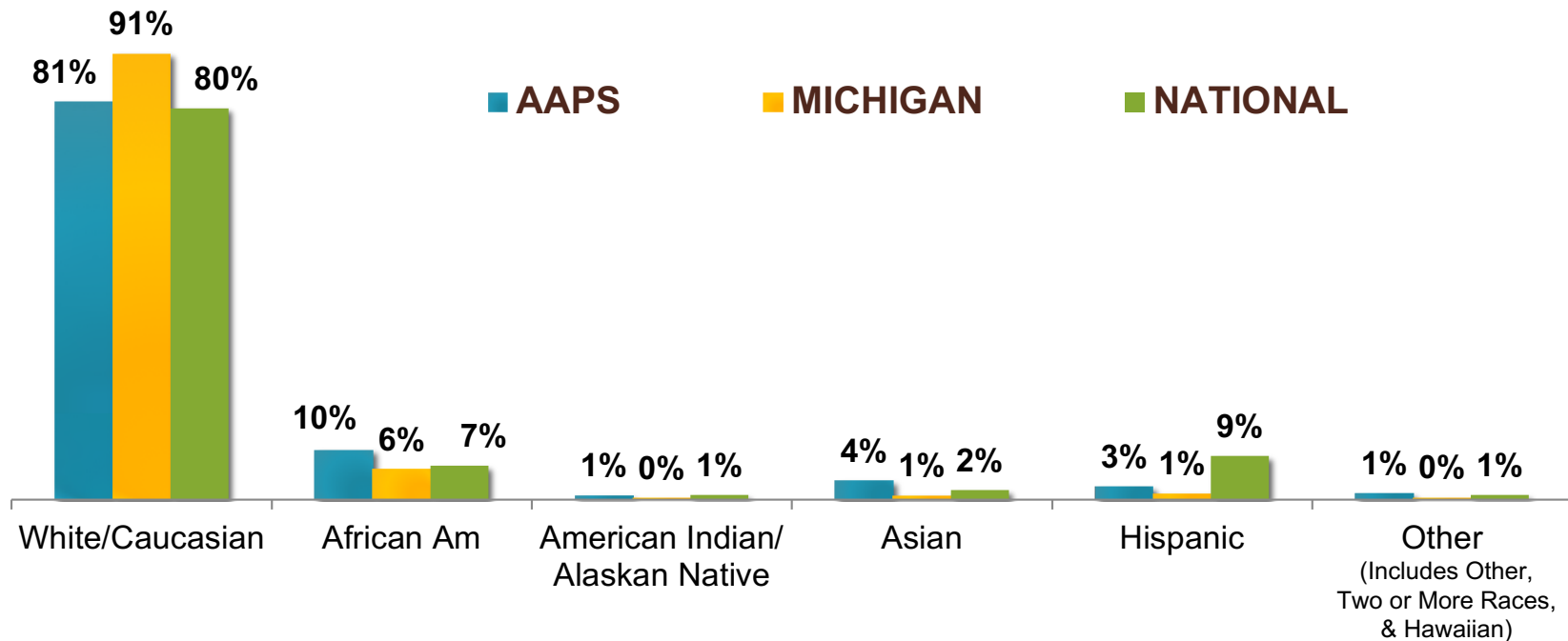
AAPS Source: 2018-19 Annual Student Enrollment Report
 Michigan Source: 2017-18 MI School Data Student Count Snapshot
 National Source: National Center for Education Statistics, 2016

December 12, 2018

2018-19 Staffing Report

Teacher Comparison

AAPS / State / National



AAPS Source: 2018-19 New World Data 11-12-2018
 Michigan Source: 2017-18 MI School Data Student Count Snapshot
 National Source: National Center for Education Statistics, 2015/2016



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 that diversity supports all creative energies and cultivates new talent not before recognized
- ✓ Acknowledge 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

Staff Totals By Group

	2018-19
Teachers & Professional School Staff <i>(includes Teachers, Counselors, School Social Workers, Speech Therapists, Occupational Therapists, School Psychologists, School Nurses, Intervention Specialists, Coordinators)</i>	1,410
Para Educators & Other School Support Staff <i>(includes Paraprofessionals, Office Professionals, Community Assistants, Rec & Ed Coordinators & Technical Support Personnel)</i>	560
School Principals	34
Building Leaders <i>(includes Assistant Principals, Class Principals, Deans, Assistant Deans, Athletic Directors)</i>	34
Central Leaders <i>(includes Cabinet, Directors, Assistant Directors)</i>	19
TOTAL*	2,057

**Staffing numbers are fluid and can change daily*

Teacher Hires, Resignations, Retirements and Leaves

	2016-17	2017-18	2018-19
Resignation Replacement Hires	42	31	46
Retirement Replacement Hires	65	42	36
Leave Replacement Hires	21	8	8
Additional Hires	66	76	47
Total Hires	194	157	138

Additional Students	289	346	280
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2018-19 Staffing

- Increases in 2018-19 staffing reflect
 - ✓ Support growing enrollments across all schools
 - ✓ Continued commitment to improved class sizes at all levels
 - ✓ Continued work toward goal to eliminate combined grade level classes
 - ✓ Support increased staffing needs in Special Education
 - ✓ Support increased staffing needs in A2 Virtual Programs
 - ✓ Extend Building Literacy Experts to all Elementary Buildings (to support 3rd grade reading legislation)
 - ✓ Complete program implementation: *Project Lead the Way*, Early Childhood (Young Fives), and *International Baccalaureate*

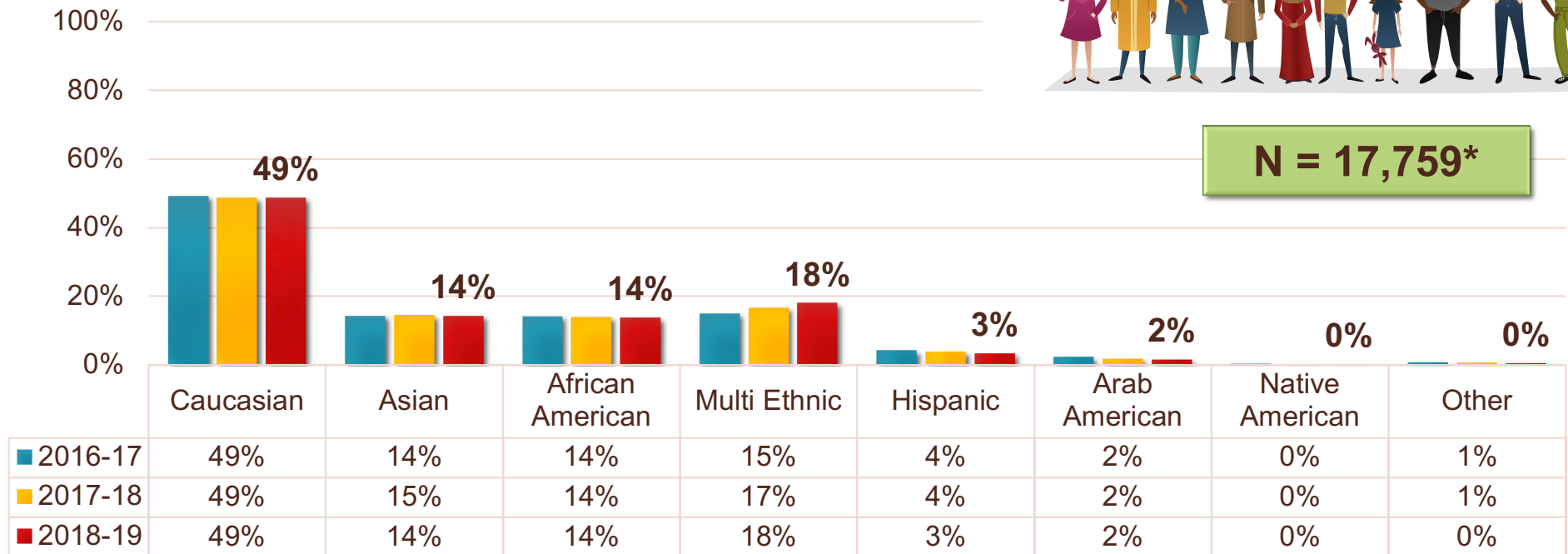
2018-19 STUDENT & STAFF RACE/ ETHNICITY DATA



AAPS Student Population



N = 17,759*

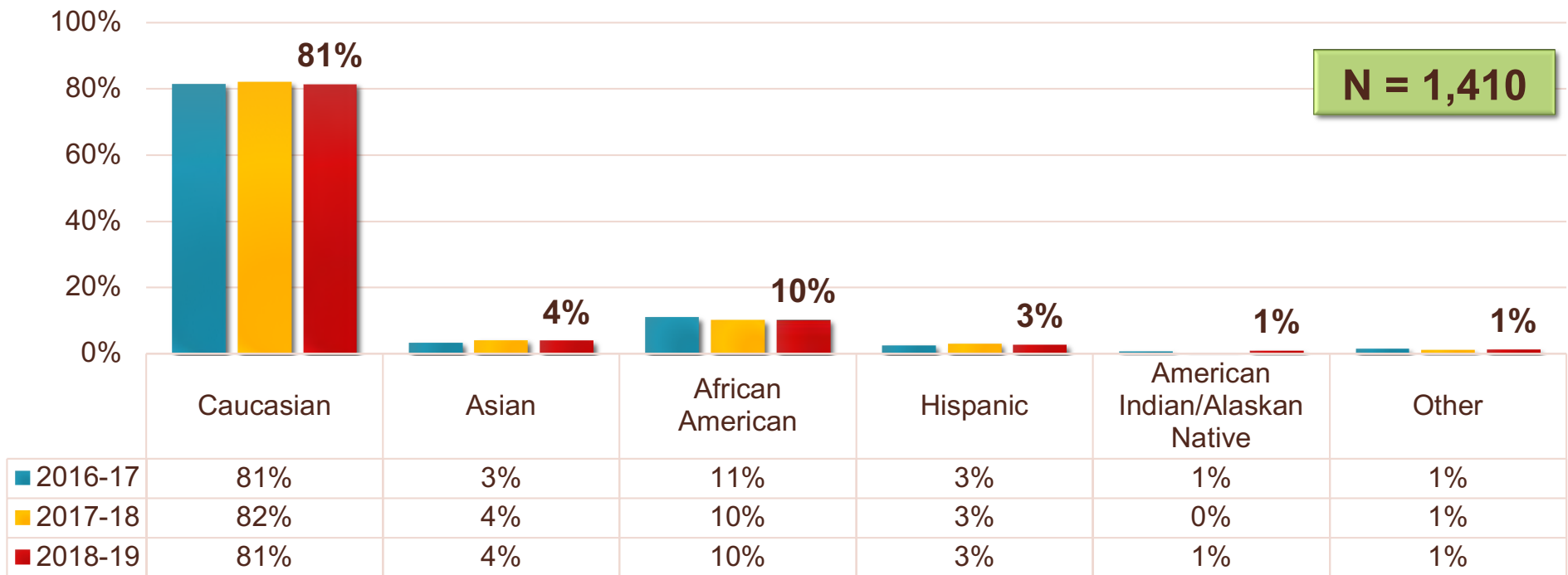


* Excludes students in preschool and county programs

NOTE: Student race/ethnicity is determined according to District reporting requirements.

Teachers & Professional School Staff

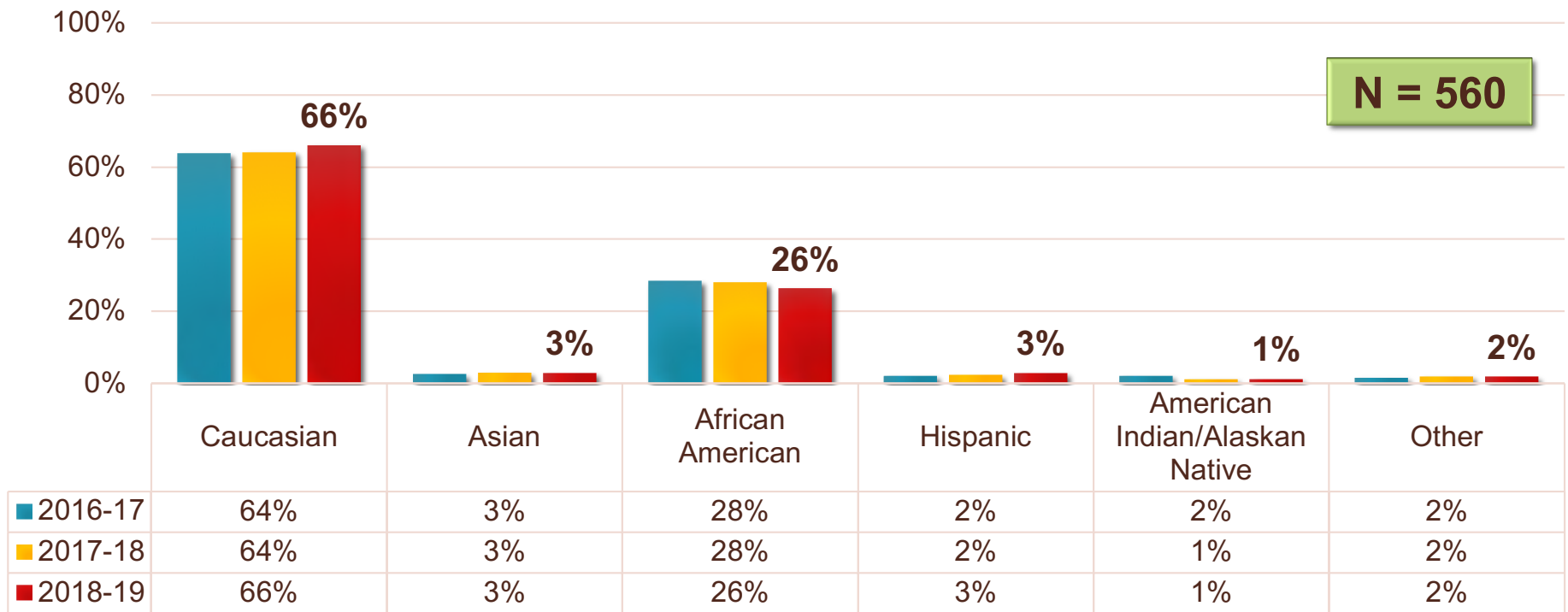
(Teachers, Counselors, School Social Workers, Speech Therapists, Occupational Therapists, School Psychologists, School Nurses, Intervention Specialists, Coordinators)



NOTE: Staff race/ethnicity is determined according to Federal reporting requirements.

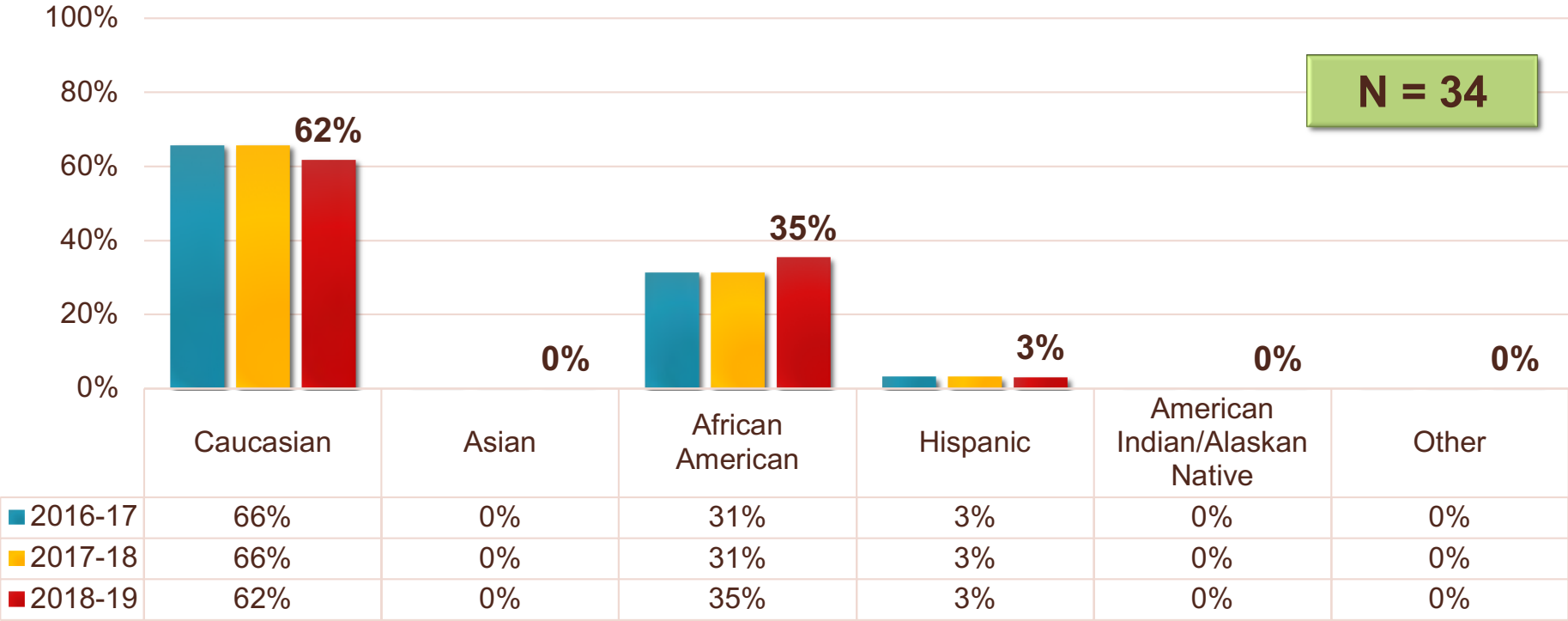
Para Educators & Other School Support Staff

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



NOTE: Staff race/ethnicity is determined according to Federal reporting requirements.

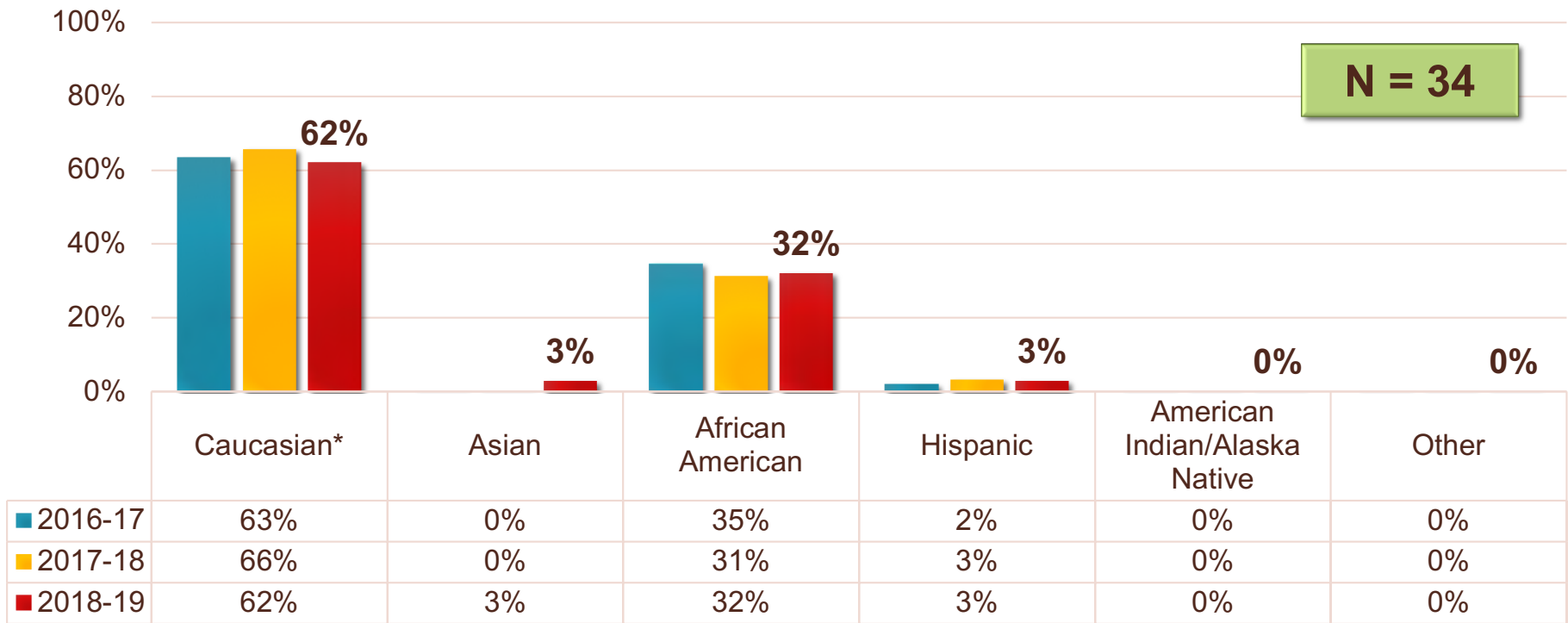
School Principals



NOTE: Staff race/ethnicity is determined according to Federal reporting requirements.

Building Leaders

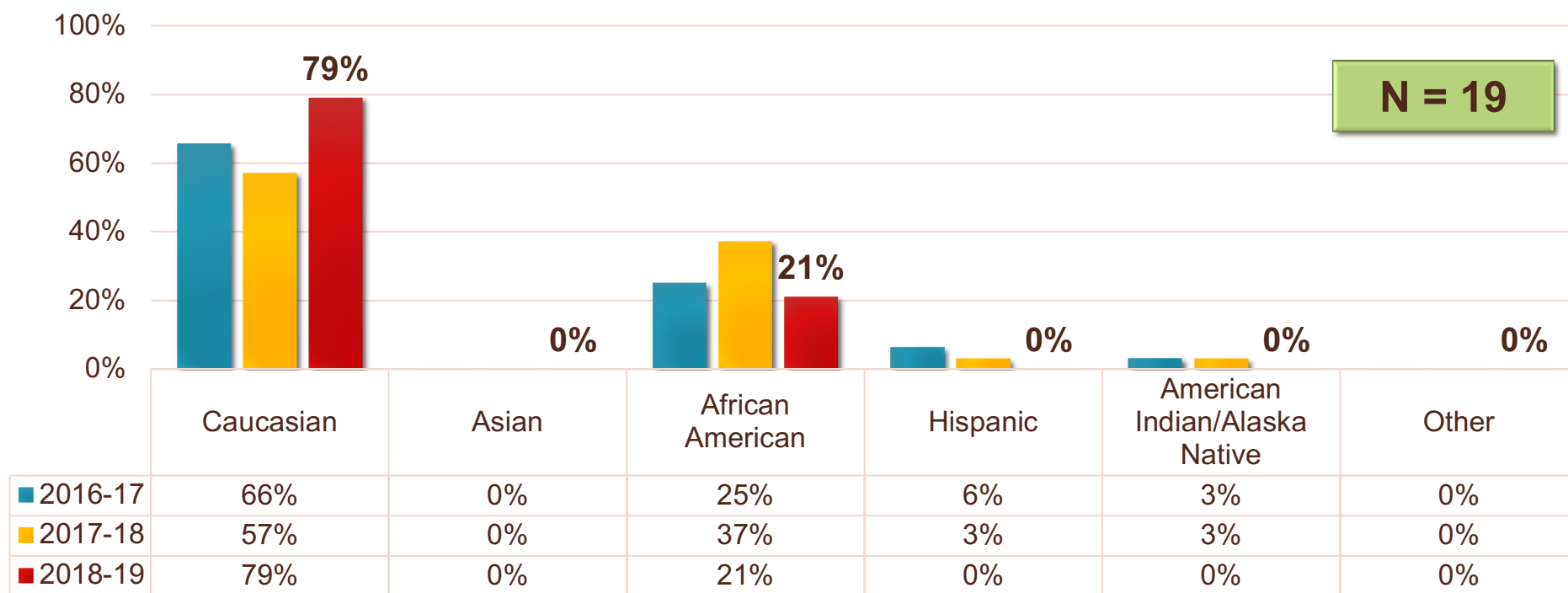
(Assistant Principals, Class Principals, Deans, Assistant Deans, Athletic Directors)



NOTE: Staff race/ethnicity is determined according to Federal reporting requirements.

Central Leaders

(Cabinet, Executive Directors, Assistant Directors)



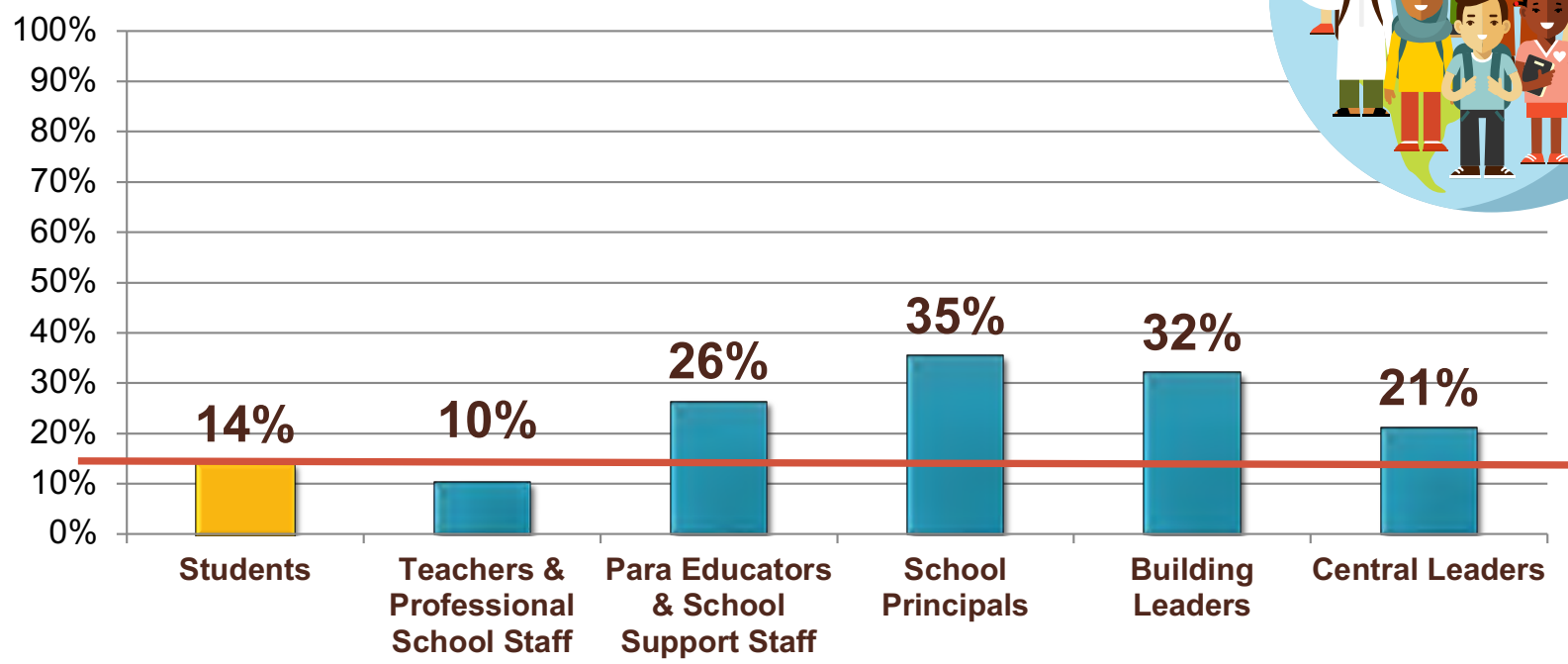
NOTE: Staff race/ethnicity is determined according to Federal reporting requirements.

**2018-19
STUDENT &
STAFF
RACE/
ETHNICITY
AAPS Comparison**



AAPS Staff

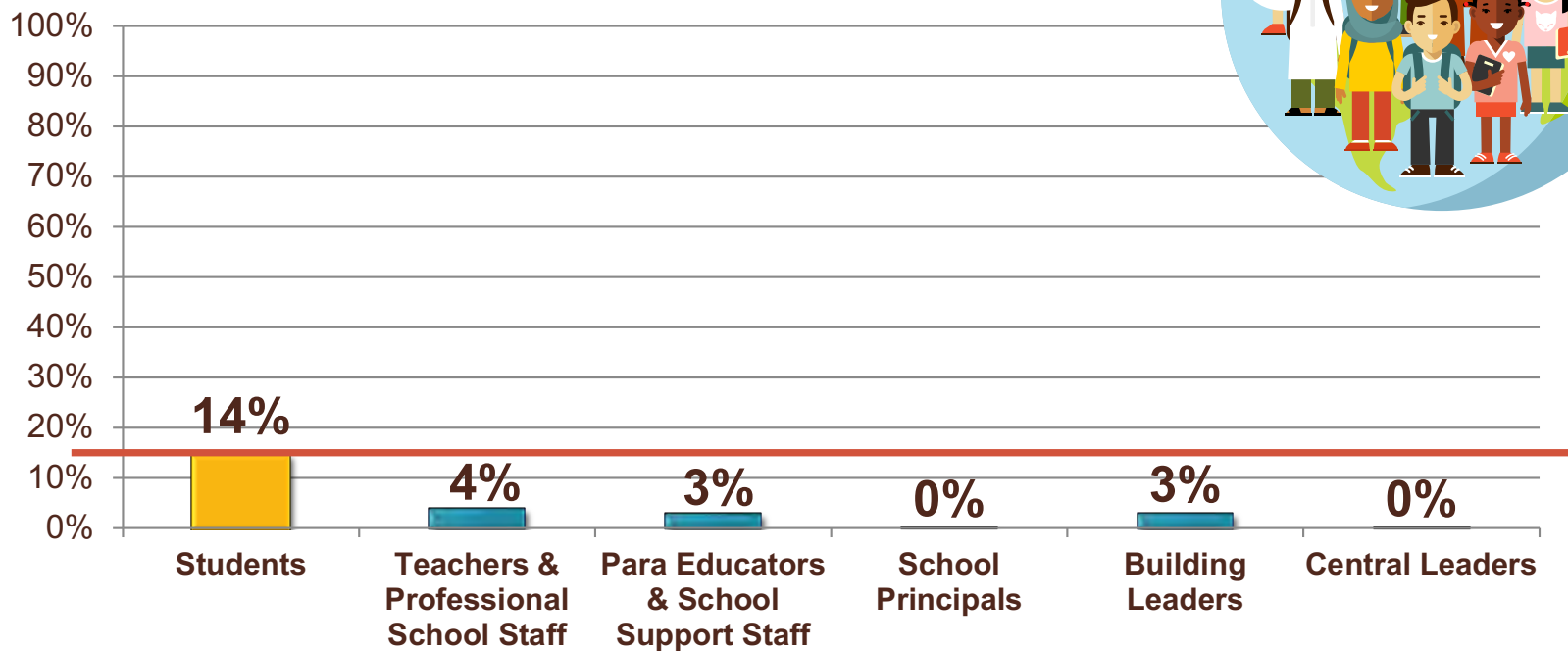
African American Representation



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AAPS Staff

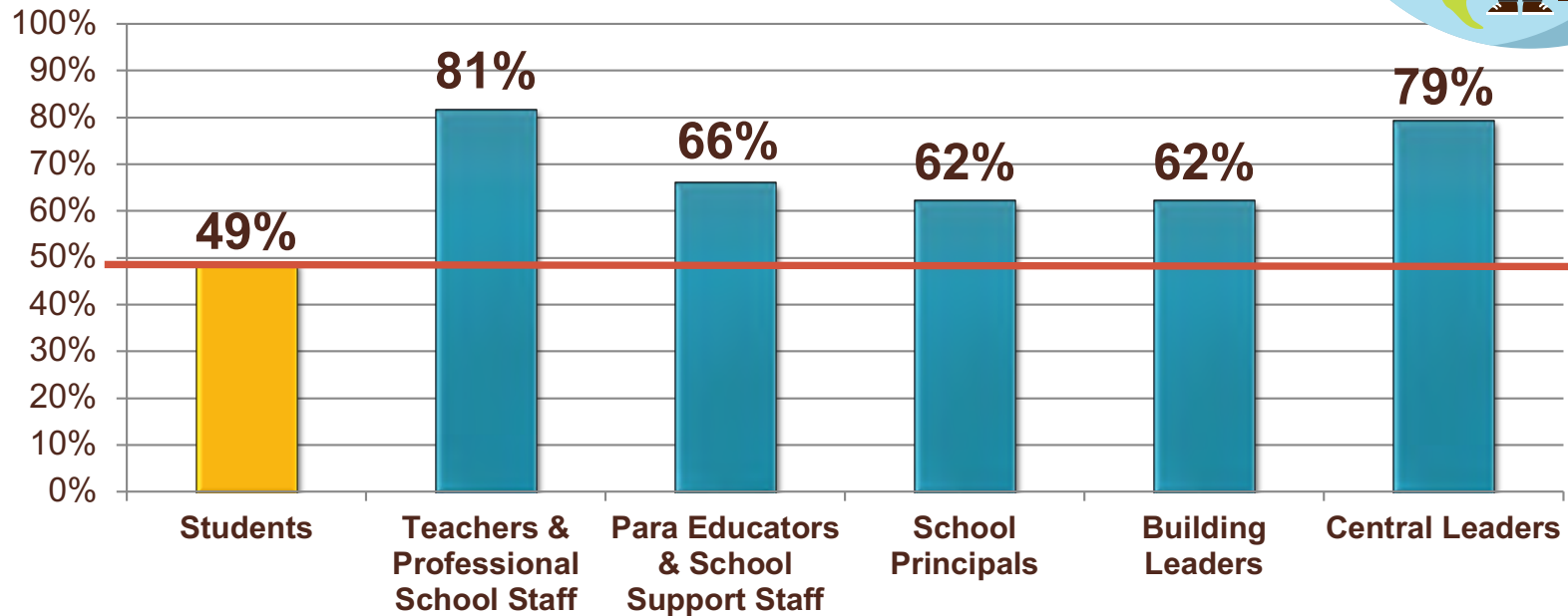
Asian Representation



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AAPS Staff

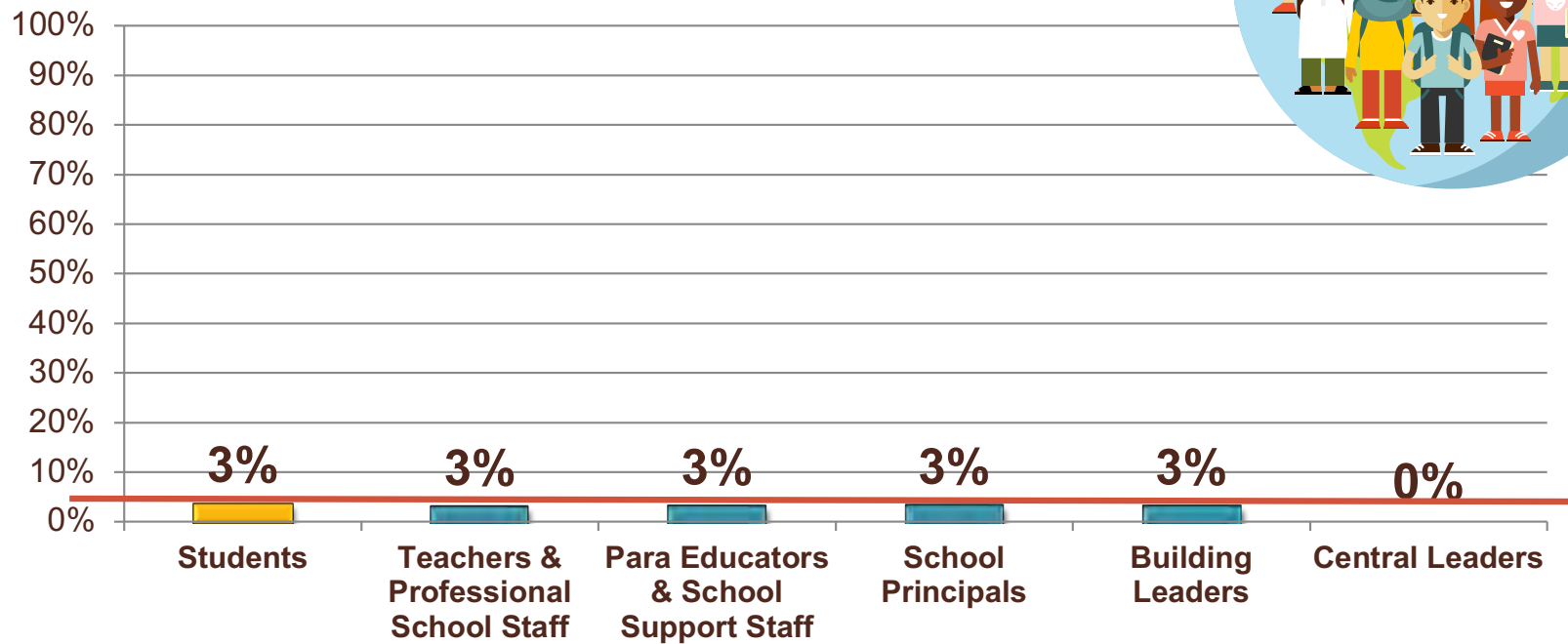
Caucasian Representation



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AAPS Staff

Hispanic Representation



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Minority Teacher Recruitment & Retention

2018-19 Action Plan

Part I – Partnerships and Networks

- Develop **network of key University and Organizational contacts** for outreach to minority candidates:
 - Eastern Michigan University
 - Michigan State University
 - University of Michigan
 - Wayne State University
 - Historically black colleges, sororities and fraternities
 - National Alliance of Black School Educators (NABSE)
 - Michigan Roundtable for Diversity and Inclusion
- Attend **annual teacher fairs** to recruit and provide AAPS materials to local and historically black universities
- Develop a system to **assist and follow student teachers** and substitute minority candidates to contact when positions become available
- Hire teachers earlier in hiring season

Minority Teacher Recruitment & Retention

2018-19 Action Plan

Part II – Grow Your Own

- Develop a *Grow Your Own Teacher Cadet*** program within the district for outreach to minority AAPS high school students interested in education, provide student teaching access and the opportunity to interview for available teaching positions upon graduation
- Expand our ‘Grow Your Own’** paraeducator program for outreach to AAPS paraeducators and other support staff interested in pursuing teaching certification

Minority Teacher Recruitment & Retention

2018-19 Action Plan

Part III – Equity Focus

- ☑ Collaborate with **Minority Affairs Committee** to support and retain minority candidates
- ☑ Establishment of a district wide **Equity Team**
- ☑ Weekly **new hire orientations** to introduce and reinforce district values on diversity and equity
- ☑ **HR On the Road** to provide an ongoing positive HR presence in the buildings

“Diversity isn't just about the hiring... When you talk about diversity and inclusion, it leads to the more holistic area of belonging in an organization and it doesn't just end with recruiters“

(J. Campbell, owner and CEO of Social Talent)

Next Steps



We are committed to continuing our efforts to hire, support, and engage minority staff!

- Increase Partnerships to seek additional resources and partnerships that focus on minority recruitment
- Enhance programs to retain minority staff once hired. Equity Team designed to focus on diversity, making people feel included from the beginning
- Provide diversity and sensitivity training. Promoting the district's culture is key to recruiting millennials
- Continue to partner with Minority Affairs Committee
- Ongoing monitoring of our progress (numbers) in ensuring that all race/ethnic areas are well-represented

Next Steps (continued)



- Recruit for strong, diverse, candidate pools and hire the very best candidates
- Ensure that interview teams include a diverse representation of staff
- Expand 'grow your own' types of teacher preparation programs to engage and connect more diverse prospective candidates into the teaching profession
- Explore additional partnerships for 'grow your own' opportunities
- Reviewing exit interview options to collect data
- Constant conversations, in all our settings, about our priority and value for ensuring a diverse and equitable AAPS team



Ann Arbor Public Schools Grow Your Own Strategy



Candidates from Current Staff

- Goal: Strengthen and diversify teacher pipeline
- Enhance partnerships with local universities to proactively recruit teacher candidates among AAPS Staff to teach in the Ann Arbor Public Schools

Ann Arbor Public Schools Grow Your Own Strategy

Teacher Cadet Program

- Nurture early interest in teaching among high school students
- Attract interested, talented high school students to the profession
- Assist students on their college pathway



Spotlight on Progress

3 Participants Currently Enrolled in Program

- 1 Office Professional
- 2 Paraprofessionals



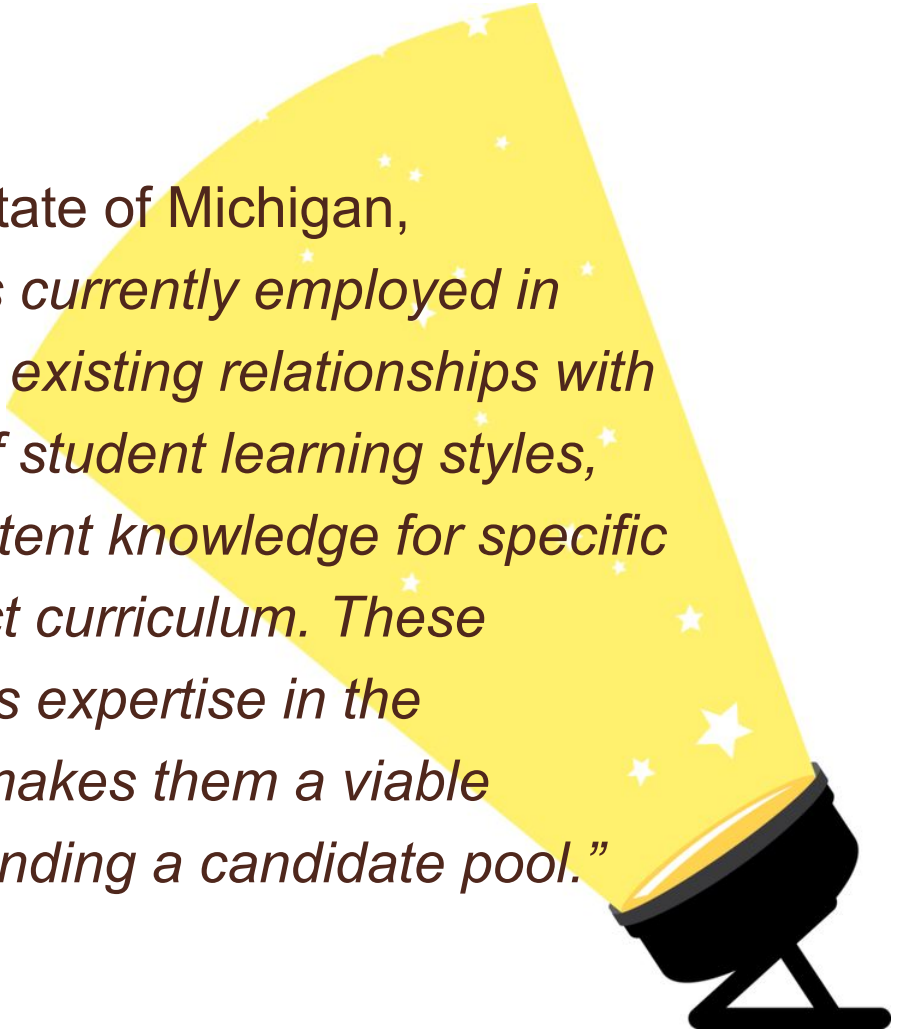
1st Candidate Receives Teaching Certificate December 2018



Spotlight on Progress



According to the State of Michigan, *“Paraprofessionals currently employed in local districts have existing relationships with staff, knowledge of student learning styles, and often hold content knowledge for specific courses and district curriculum. These individuals possess expertise in the profession which makes them a viable candidate for expanding a candidate pool.”*



Spotlight on Progress



ShaRhonda Jones



Exceptional⁺

ANN ARBOR PUBLIC SCHOOLS

Lead. Care. Inspire.



#A2Engage
for our children
for our community

