

2022 - 2023 Hiring Report



Every Child Every Day

East
Hartford
Public
Schools

*Schools that are the
Pride of the Community*



Pride IN 5



VISION

Schools that are the
Pride of our Community

MISSION

To deliver a high quality
learning experience for
Every Child, Every Day



Schools that are the Pride of the Community

CORE BELIEFS



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2022-2023 Hiring- Overview

Themes of Hiring

Unrelenting high expectations for *all* students and staff

Assertive efforts to continually attract, recruit, and hire talented and diverse faculty members

Commitment to developing professional capacity of all staff regarding skill development and culturally responsive practices



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The Importance of Hiring

- The single most important factor that influences student performance is the teachers and support staff that work with the students.
- The hiring process is the beginning of our relationship with employees and not only an opportunity for candidates to show us what they have to offer but to showcase East Hartford Public Schools.





District Improvement Plan

Priority 4: Diversify and Grow our Talented Workforce

- Diversify and strengthen our workforce by engaging and blending talent from multiple backgrounds, cultures, races, perspectives, education, skills, and expertise
- Take advantage of every hiring moment and focus on the quality of training/development activities
- Continue to grow and retain talent through targeted professional development and career advancement opportunities.
- Prioritize relationships to strengthen unified culture where differing perspectives lead to a single objective—to do special things for kids!

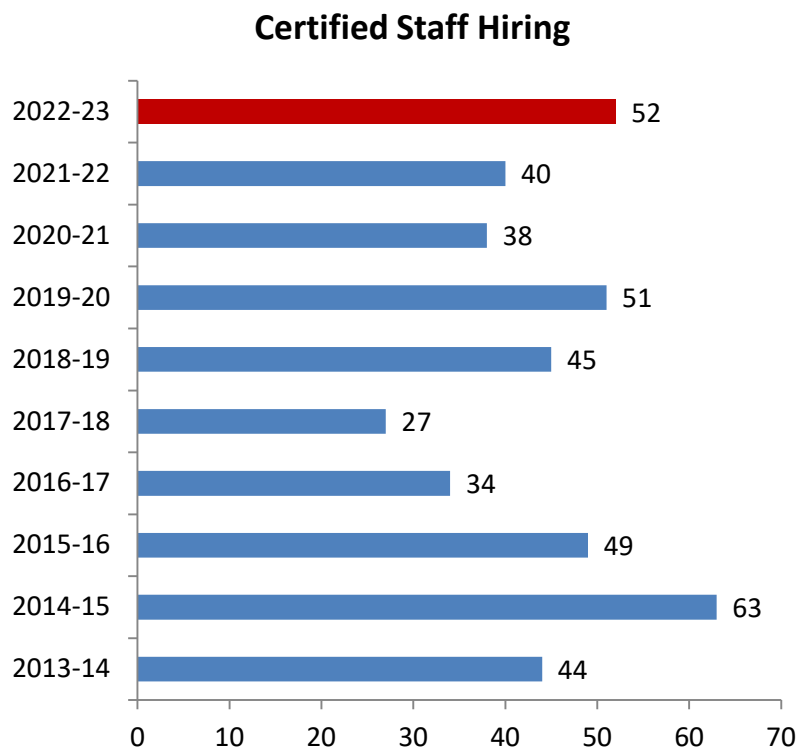


Diversify and Grow



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10 Year Hiring Trends



- Represents 8.2% certified staff hired in 2022-2023 (compared to 6.4% in 2021-22)
- 23% of new staff hired are teachers of color
- 24 (46%) are brand new teachers
- Average hiring class = 44
- 6 current certified vacancies



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Certified Staff Positions Hired



- Art – 2
- Elementary K-6 – 10
- ELL – 2
- Health/Physical Education – 2
- Math – 4
- Music – 1
- Pre-K – 2
- School Psychologist – 1
- Science – 6
- Spanish – 1
- Special Education – 15 (as well as 2 additional long term subs)
- Speech Language – 2
- Technology Education – 2



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Note that this list does not include positions currently vacant or hired after September 1st

2022 Hiring Report

Non-Certified Staff Positions Hired



- Attendance Coordinator – 1
- Behavior Managers – 9
- Campus Safety Officer – 1
- Coach – 1
- Crossing Guards – 1
- Custodian – 5
- Family Service Coordinator – 2
- Paraprofessional – 17
- Secretary – 3
- School Nurse – 2
- Tutors – 2

Efforts to Diversify our Workforce

Aggressive recruitment efforts related to attracting minority teachers, including:

- Partner with state universities to build pre-service teacher education programs designed to funnel top minority talent to employment
- Partner with the CSDE for developing and participating in minority teacher networking efforts and present to State Board of Education
- Develop and implement aggressive early hiring processes designed to capitalize on hiring minority teacher candidates
- Partner with teacher education programs in speaker series designed to assist potential candidates in the hiring process with resume and cover letter review
- Serve as founding partner and current implementer with the Relay Graduate School of Education (specialized program designed to provide an alternate route to teacher certification for current non-certified candidates of color)
- Present to administrative candidates in University courses on minority talent recruitment strategies
- Participate in RESC Minority Teacher Recruitment Taskforce meetings
- Assist in development and oversight of plan for offering professional development to staff on cultural competency and awareness –Study Circles, Westat, and UDL
- Attend UConn’s Annual Celebration of Diversity in Education dinner event (invitation only)

Efforts to Diversify our Workforce: Results

School Year	2018-19	2019-20	2020-21	2021-22	2022-23
% of new hires identifying as teachers of color	24.44%	22.64%	35.90%	20.00%	23.02%

Highlights of Efforts:

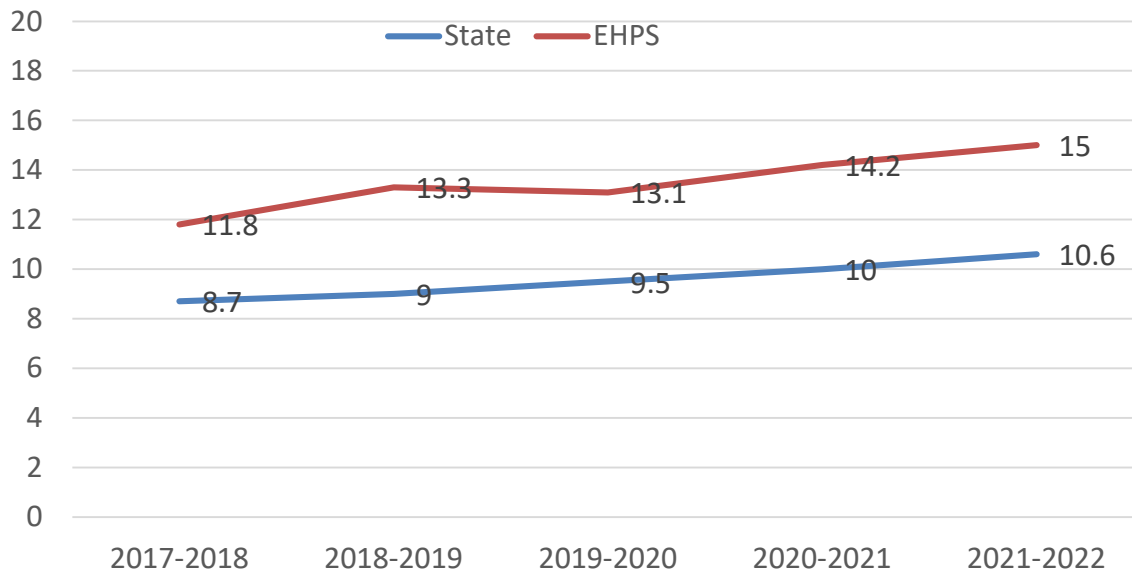
- The State of Connecticut has 89.4% white teachers vs. East Hartford with 85.0% white teachers (an increase of 3.2% in 4 years vs. the State increase of 1.9% in 4 years)
- 5+ years of consistently meeting or exceeding 20% of new teacher hires as teachers of color



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Efforts to Diversify our Workforce

% of Teachers of Color - EHPS vs. State of Connecticut



EHPS continues to outpace the state in the rate of growth of percentages of teachers of color hired over 5 years.



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Thank you for your time!