

2020 - 2021 Summer Hiring Report



Every Child Every Day

East
Hartford
Public
Schools

*Schools that are the
Pride of the Community*



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



Expectations
Matter

Effort
Matters

Competence
Matters

Solutions
Matter

Relationships
Matter

Results
Matter

2020 Summer Hiring Report
September 21, 2020

2020-21 Summer Hiring- Overview

Themes of Hiring

Unrelenting high expectations for *all* students and staff

Assertive efforts to continually attract, recruit and hire talented 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

Theory of Action 3: Talented and Diverse Work Force

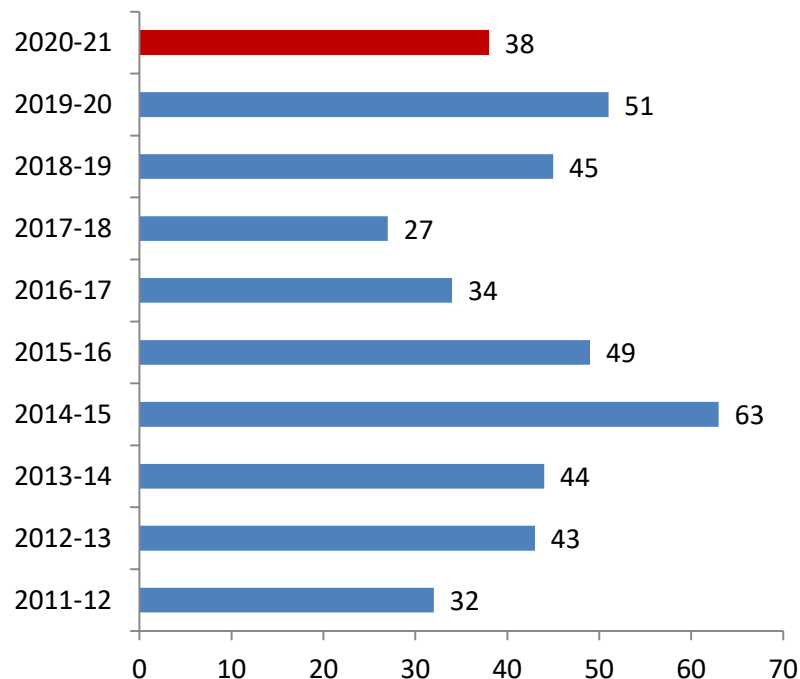
IF EHPS focuses on attracting, hiring, developing and promoting a **TALENTED, DIVERSE** work force, THEN we will continue to grow the professional capacity so that all students achieve.



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10 year hiring trends

Certified Staff Hiring



- Represents 5.7% certified staff hired in 2020-2021
- 36% of new staff hired are teachers of color
- Average hiring class = 43



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Certified Staff Positions Hired



- Administrators – 1
- Art – 1
- Counselor – 1
- Elementary K-6 – 9
- English – 1
- Math – 3
- Music – 1
- Physical Education/Health – 2
- School Psychologist – 3
- Science – 4
- Social Studies – 4
- Social Worker – 2
- Spanish – 2
- Special Education – 3
- Speech Language – 1
- Technology Education – 1

Non-Certified Staff Positions Hired



- Assistant Director of Facilities – 1
- Behavior Managers – 1
- Bilingual Tutor – 1
- Campus Safety Officer – 2
- Certified Occupational Therapy Assistant - 2
- Crossing Guard – 1
- Custodian – 1
- Facilities Safety & Preparedness Mgr. – 1
- Network Technician – 1
- Paraprofessional – 7
- Payroll Manager – 1
- Secretary – 1
- Technology Coordinator – 1
- Tutors – 6

Efforts to Diversify our Workforce

Aggressive recruitment efforts related to attracting minority teachers, including:

- Develop internal minority teacher recruitment task force to identify high leverage talent acquisition strategies
- 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
- Develop and implement aggressive early hiring process 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 and Westat
- Attend/serve as keynote speaker at UConn’s Annual Celebration of Diversity in Education dinner event (invitation only)

Efforts to Diversify our Workforce: Results

School Year	2016-17	2017-18	2018-19	2019-20	2020-21
% of new hires identifying as teachers of color	23.53%	22.22%	24.44%	22.64%	35.90%

Highlights of Efforts:

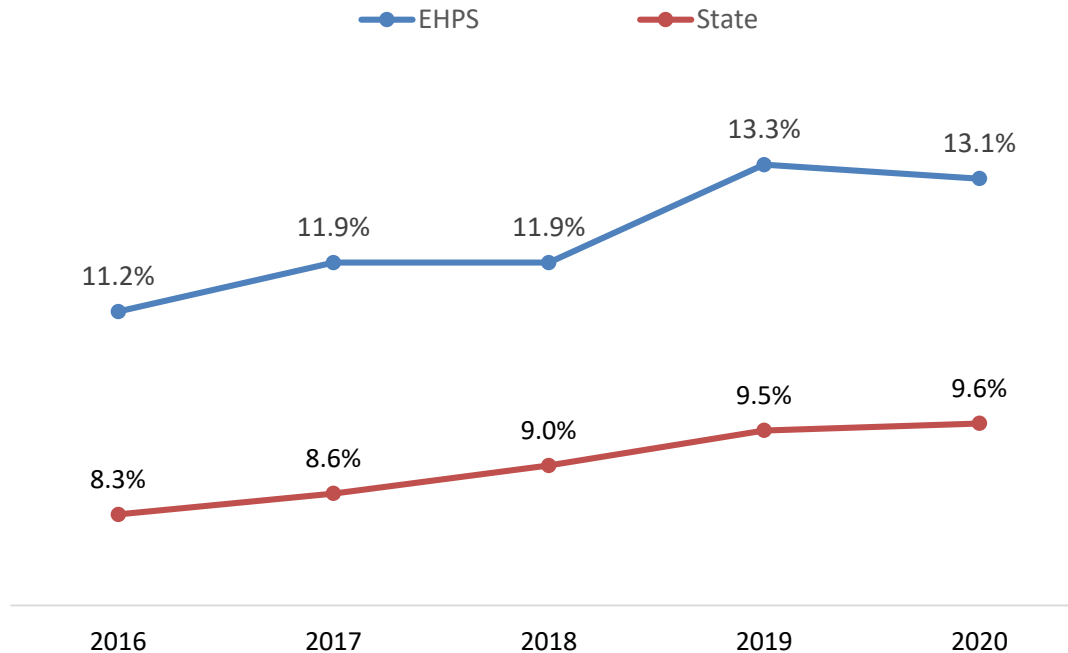
- The State of Connecticut has 90.4% white teachers vs. East Hartford with 83.8% white teachers
- The State of Connecticut has 4.0% Black teachers vs. East Hartford with 6.1%
- 5 years of consistently exceeding 20% of new teacher hires as teachers of color



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Efforts to Diversify our Workforce

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



EHPS' rate of growth of percentages of teachers of color hired outpaces the state average by nearly 32% over 5 years.



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Thank You for your time!