

2019 Summer Hiring Report



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



2019 Summer Hiring Report
September 16, 2019

2019-20 Summer Hiring

- Certified Staff
- Non-Certified Staff
- Affirmative Action Efforts
- Professional Growth and Development



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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.



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District Improvement Plan

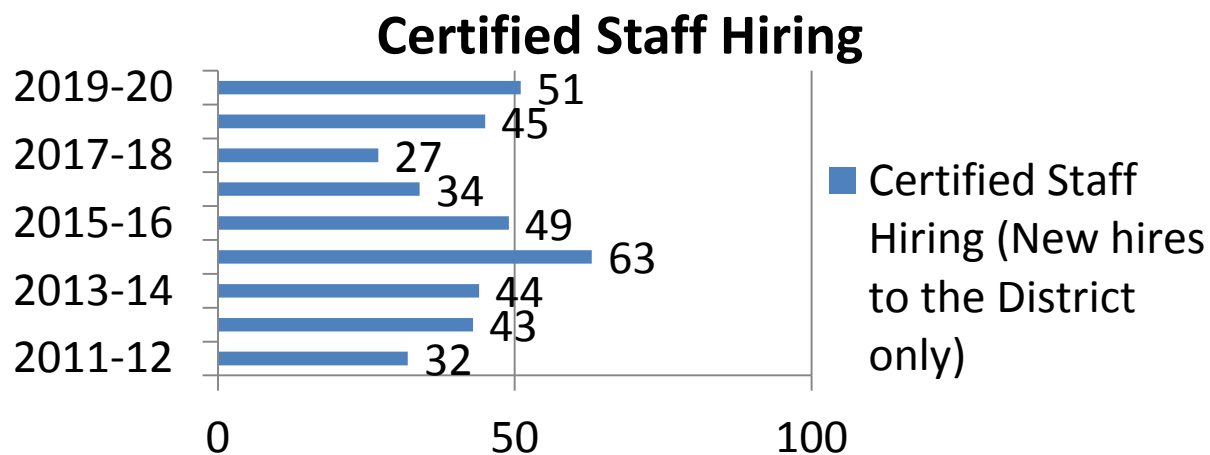
- **Theory of Action 3: Talented and Diverse Work Force**
- IF EHPS focuses on attracting, hiring, developing and promoting a talented, diverse work force, THEN we will continue to grow the professional capacity so that all students achieve.



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Certified Staff

- 2019-20 Hiring (as of September 1st):
 - 2 certified administrators
 - 51 certified teachers
 - 8 vacancies



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Certified Staff

- Administrators – 2
- Art – 1
- Chinese – 2
- Elementary K-6 – 6
- Elementary Instructional Coach – 1
- Elementary Interventionist – 1
- English – 4
- Math – 9
- Music – 2
- Physical Education/Health – 2
- Pre-K – 3
- School Psychologist – 2
- Science – 6
- Social Studies – 1
- Special Education – 8
- Speech Language – 2
- Technology Education – 1

Note that this list does not include positions



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Non-Certified Staff

- After-school programs staff – 8
- Behavior Managers – 16
- Bilingual Tutor – 3
- Crossing Guard – 2
- Family & Community Liaison – 2
- Head Start Family Services Coordinator – 1
- Head Start Health & Nutrition Manager – 1
- Paraprofessional – 4
- Residency Investigator – 1
- Secretary – 1
- Tutors – 6



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Affirmative Action Efforts

- Attend the bi-monthly CREC Minority Teacher Recruitment Taskforce meetings
 - Networking and partnership development
- Assist in development and oversight of plan for offering professional development to staff on cultural competency and awareness –Study Circles and Wesley Williams
- Attend UConn’s Annual Celebration of Diversity in Education dinner event (invitation only)
- Relay GSE Partnership



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Affirmative Action Efforts

- Aggressive recruitment efforts related to attracting minority teachers, including:
 - Attending the State Department of Education minority teacher networking event
 - Hosting the State Department of Education shortage area recruitment event
 - Coordinating an early hiring process for elementary teachers

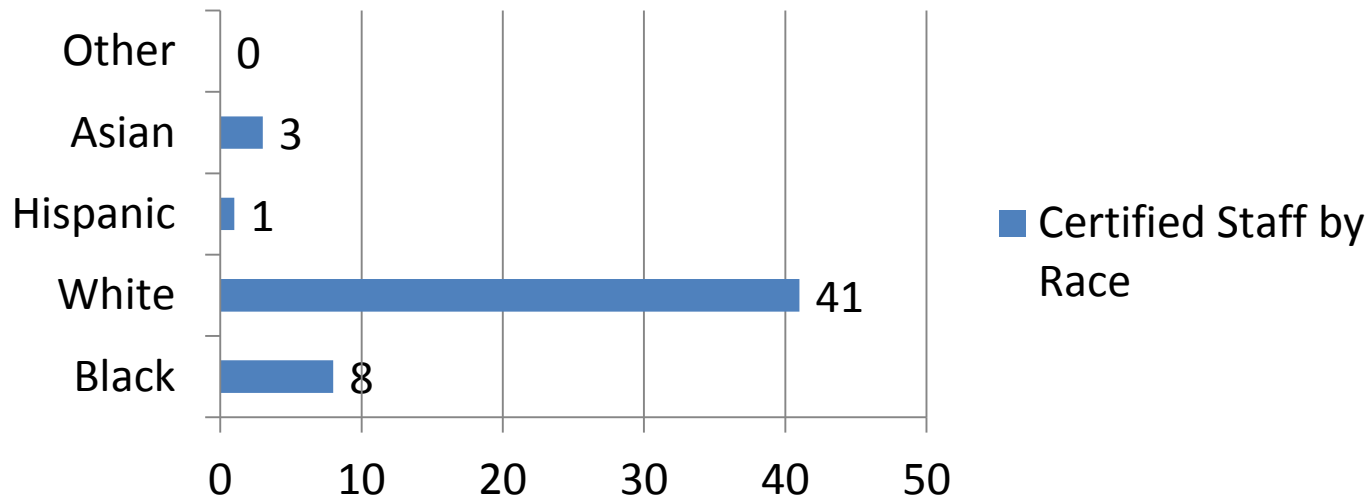


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Affirmative Action Efforts

- 53 Certified Staff hired for 2019-20 as of September 1st

New Certified Staff by Race



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Affirmative Action Efforts

- All East Hartford teachers by race:
 - Other – 2.3%
 - Asian – 1.8%
 - Hispanic – 4.9%
 - White – 85.5%
 - Black – 5.5%
- New East Hartford teachers by race:
 - Other – 0%
 - Asian – 5.6%
 - Hispanic – 1.9%
 - White – 77.4%
 - Black – 15.1%

Note that the State of Connecticut has 91.8% white teachers and 8.2% that are teachers of color

Since last year the total percentage of White teachers decreased by 0.5%

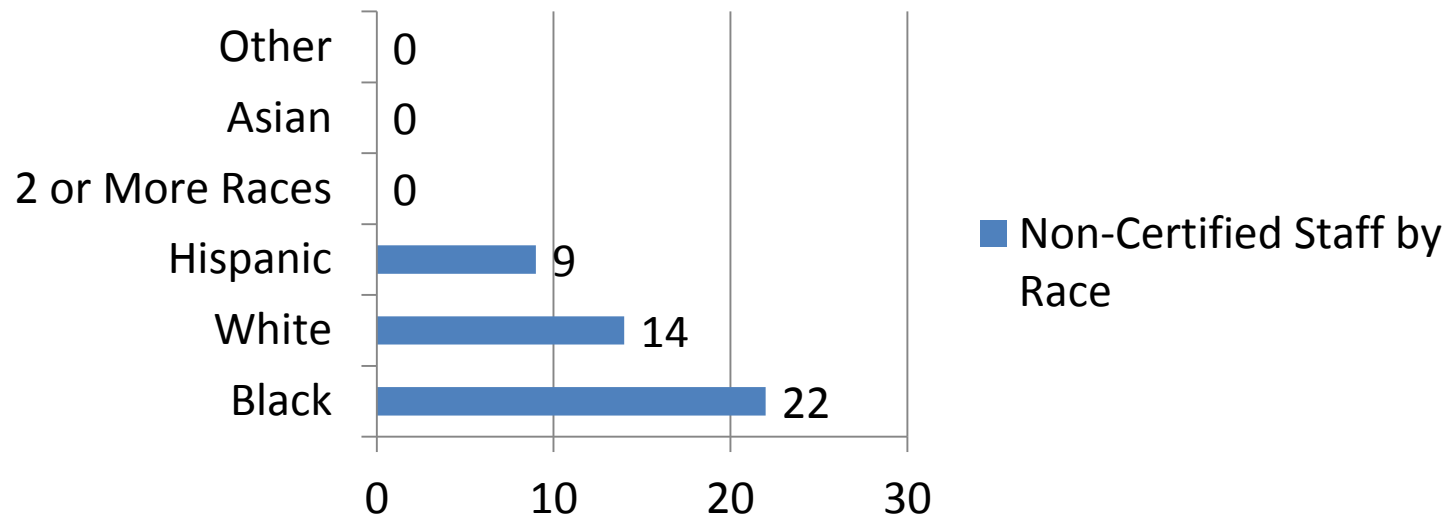


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Affirmative Action Efforts

- 45 Non-Certified Staff hired for 2019-20 as of September 1st

New Non-Certified Staff by Race



Professional Growth and Development

- New Teacher Induction Program
 - Voluntary programs to support new teachers
- Faculty Advisory Committee
- Faculty Meetings – Mindfulness Professional Development



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Every Child Every Day

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Thank You for your time!