



Board of Education

Hiring Teachers of Color & Bilingual Staff

November 14, 2022



GOALS AND FOCUS AREAS

The following reflect the key components of our three-year strategic plan. The content is organized into 18 focus areas within each goal.

Goal 1: Student Success

- 1.1 Support English Learner/Newcomers (Implement EL Master Plan)
- 1.2 Strengthen Student Voice
- 1.3 Expand Transitional Kindergarten
- 1.4 Implement Dual Immersion Program
- 1.5 Implement Expanded Learning Opportunities (After school & Summer)

Goal 2: Staff Success

- 2.1 Provide quality professional development
- 2.2 Hire more teachers and administrators of color and bilingual teachers and staff
- 2.3 Pilot Elementary Teacher Evaluation Model; Principal Evaluation Model

Goal 3: Community Engagement

- 3.1 Improve Outreach and Support for Vulnerable Families
- 3.2 Deepen Community Partnerships
- 3.3 Increase District Promotion and Outreach efforts

Goal 4: Systems and Structures

- 4.1 Establish Multi-Tiered System of Support (MTSS) - Behavior Supports
- 4.2 Establish Multi-Tiered System of Support (MTSS) - Academic Supports
- 4.3 Promote integration and Ensure Equitable Resources & Opportunities for all students
- 4.4 Implement District Digital Plan
- 4.5 Improve School and District Facilities

← Today's Update

Goal 2: Staff Success

San Rafael City Schools is dedicated to attracting, developing and retaining culturally responsive teachers and staff that purposefully serve every student.

Focus Area:

Hiring

SMART GOAL:

By June 2023, increase the number of employees of color by 5%:

- **administrators of color from 17% to 22% (ESD & HSD)**
- **teachers of color by from 17% to 22% (ESD) and from 9% to 14% (HSD)**
- **teachers certified as bilingual from X to Y%**

(Baseline numbers are 2020-21 school year)

Strategic Actions:

1. Hire a coordinator; recruit and select 24 diverse candidates and mentors for the Teacher Residency program for the 2023-24 school year
2. Continue outreach efforts to local schools of education (Dominican, Sonoma State, etc.) and educational organizations (CALSA, AASPA, CABA, etc.) to recruit teachers of color
3. Provide at least quarterly opportunities for teachers of color to meet in affinity groups in San Rafael

Hire more teachers and administrators of color

- Goal to increase diversity in hiring
- Use Equal Employment Opportunity Commission (EEOC) data, collected biannually in October
- Three groups of employees, Classified, Certificated and Administration (includes both classified and certified)
- Requires district to report all staff by job classification and race/ethnicity

EEOC Data 20-22 ESD

	2020 ESD	2022 ESD	ESD % change
All Staff % non-white	32%	38%	+6%
Percent new hires non-white	26%	47%	+21%
Admin/management	17%	26%	+9%
Certificated	16%	18%	+2%
Classified	79%	72%	-7%

EEOC Data 20-22 HSD

	2020 HSD	2022 HSD	HSD % change
Percent non-white	31%	28%	-3%
Percent new hires non-white	10%	37%	+27%
Admin/management	16%	20%	+4%
Certificated	13%	18%	+5%
Classified	70%	69%	-1%

EEOC Data 20-22 ESD and HSD

	2020 ESD/HSD	2022 ESD/HSD	% change
Percent non-white	31%	33%	+2%
Percent new hires non-white	18%	42%	+24%
Admin/management	16%	23%	+7%
Certificated	14%	18%	+4%
Classified	74%	70%	-4%

Data Summary

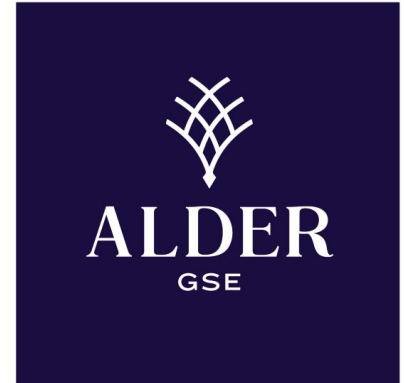
- Progress in new hires
- “Untwinning” led to data confusion
- 2022 will be baseline data for each district

Ongoing Efforts to Increase Diversity

- Negotiated Bilingual Stipends with SRTA and CSEA
- CALSA and CABE
- Reducing barriers to applicants and employees

Teacher Residency Program

- Planning grant
- Submitted implementation grant
- Hired coordinator



Why a Residency Program?

- Residency program designed to attract teachers that reflect our student population
- A “grow your own” program targeting San Rafael residents, staff and alumni
- Expand Traditional Pathways
- Completed BA and hasn't considered teaching or face barriers
 - Barriers include the application process, unpaid student teaching, lack of cohort and mentor to act as a guide
- Provide residents with the tools and supports necessary to complete program
- ***More information to come!***

Questions?

Thank You!