



**Boston Public Schools  
Office of Human Resources**

# **Annual Hiring & Workforce Diversity Update**

**December 2024**

**Francesse Canty**  
Chief of Human Resources

**Rashaun J. Martin**  
Managing Director - Recruitment, Cultivation &  
Diversity Programs

# Our Commitment to Workforce Diversity



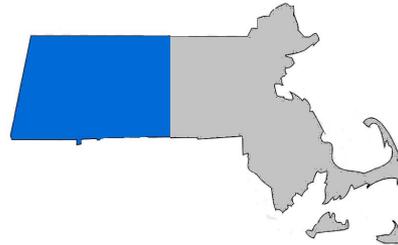
BPS is committed to cultivating a workforce that reflects the racial, ethnic, and linguistic diversity of our students and families. Aligned with the district's Opportunity and Achievement Gaps Policy, we focus on equitable hiring practices to support our diverse student population.

This Annual Report highlights:

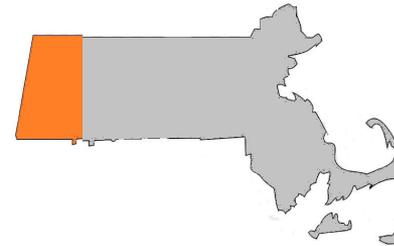
- Workforce diversity data and trends
- Current efforts to foster an inclusive and representative workforce
- Strategies to enhance hiring and retention practices

# Statewide Leader in Educator Racial Diversity

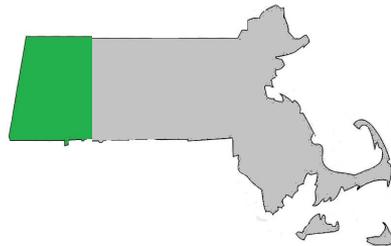
BPS is home to **25%** of the state's educators of color



**41%** of the state's  
Black teachers.



**18%** of the state's  
Latinx teachers.



**22%** of the state's  
Asian teachers.

*Based on DESE data for SY23-24.*

# Snapshot: Garrity Educators 2019-2024

The diversity of Garrity educators in the district **remained stable** when compared to prior years with a small **increase in Latinx educators**.



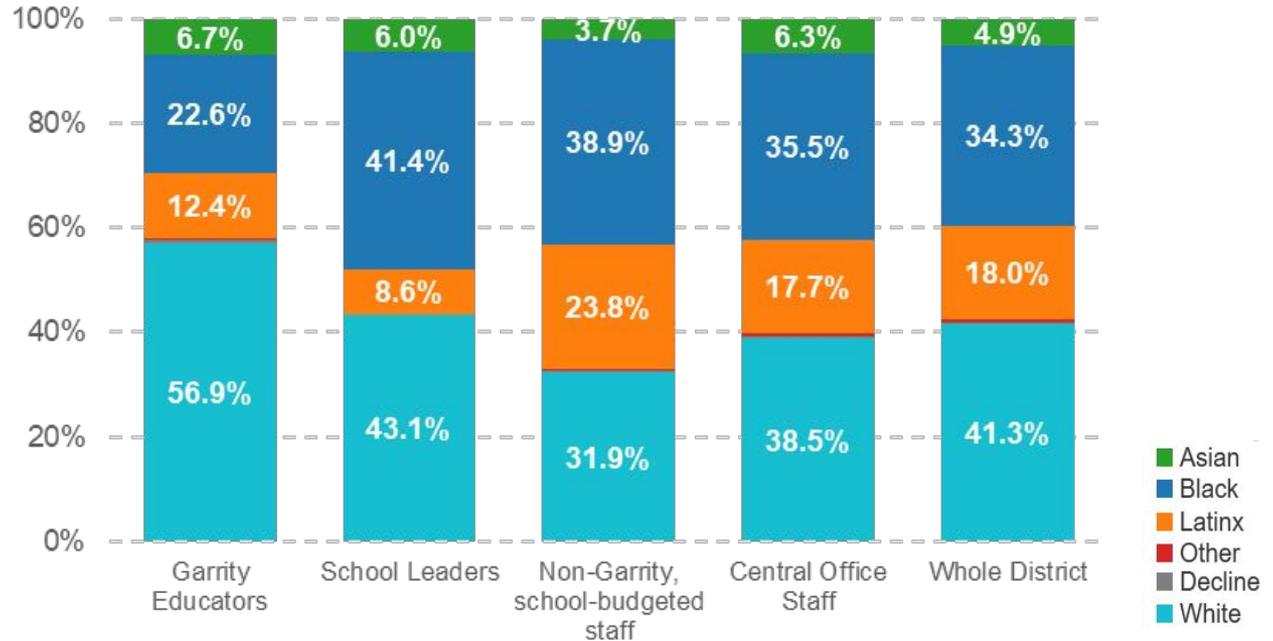
<b>Total Garrity Educators</b>	<b>4,570</b>	<b>4,573</b>	<b>4,636</b>	<b>4,829</b>	<b>4,788</b>
<b>% Garrity Educators of Color</b>	<b>39.4%</b>	<b>40.7%</b>	<b>41.7%</b>	<b>42.1%</b>	<b>42.1%</b>

*Data is as of 10/1 each year.*

# Overall Workforce Racial Diversity SY24-25

The district's overall workforce diversity **increased by a full percentage point** from 56.5% to 57.5% compared to last school year.

Non-Garrity, school-budgeted staff are our most diverse group of employees.



<b>Total Staff</b>	<b>4,788</b>	<b>116</b>	<b>3,511</b>	<b>1,139</b>	<b>11,720</b>
<b>% Staff of Color</b>	<b>42.1%</b>	<b>56.0%</b>	<b>67.9%</b>	<b>60.0%</b>	<b>57.5%</b>

*Data is as of 10/1 each year.*

# Snapshot: School Leaders 2024



BPS has **118** School Leaders this school year:

- **66** identify as People of Color
- **40** self report fluency in at least one of BPS's official languages
- **41** have achieved a higher degree (ex. Master's or PhD)
- **27** have served BPS as a leader for at least 10 years!

# Snapshot: Paraprofessionals 2024

BPS has **2,155** paraprofessionals:

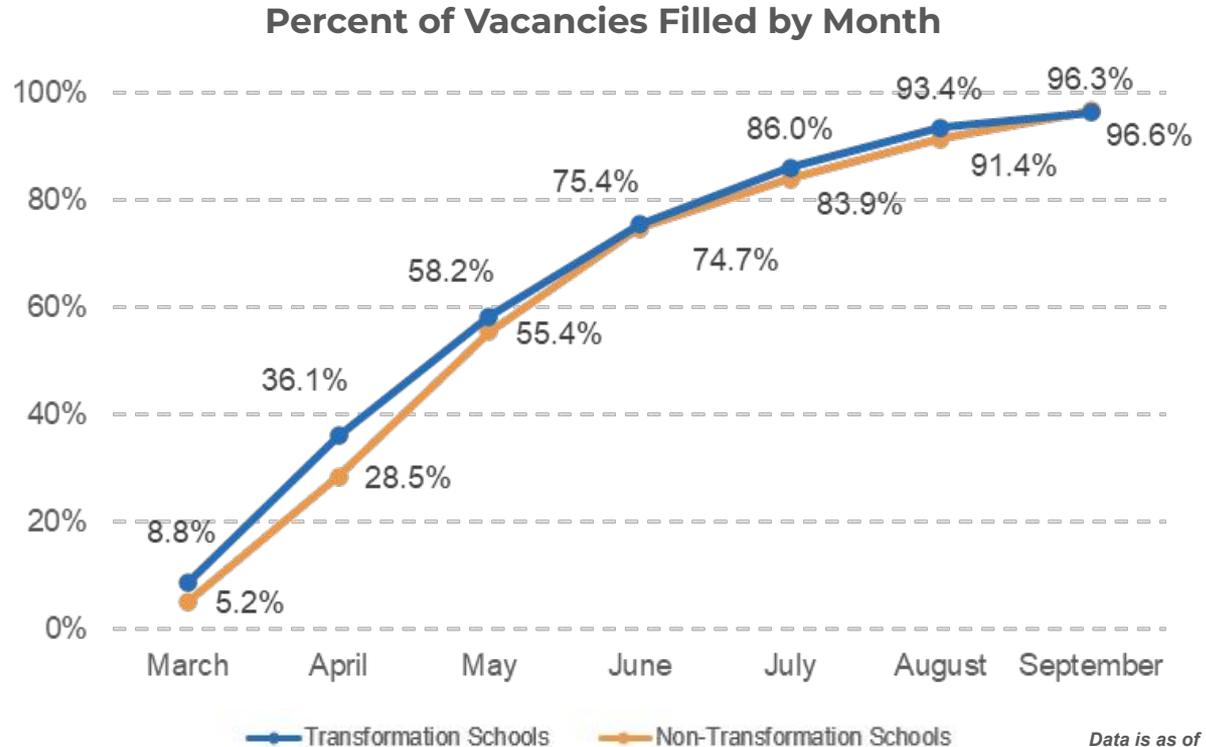
- **1,592** identify as People of Color
- **825** self-report fluency in at least one of BPS's official languages
- **25** are enrolled in one of our Teacher Pipeline Programs
- Paraprofessionals have served BPS for an average of **9.3** years!



# Accelerated Hiring for Transformation Schools

Early hiring is important. Data shows that educators who are hired early are more diverse and higher-quality educators. This is why the district posts vacant educator positions on March 1st.

For the SY24-25 school year, **OHR accelerated the hiring timeline for Transformation Schools** by posting vacant educator positions 2 weeks earlier than those at non-Transformation Schools.

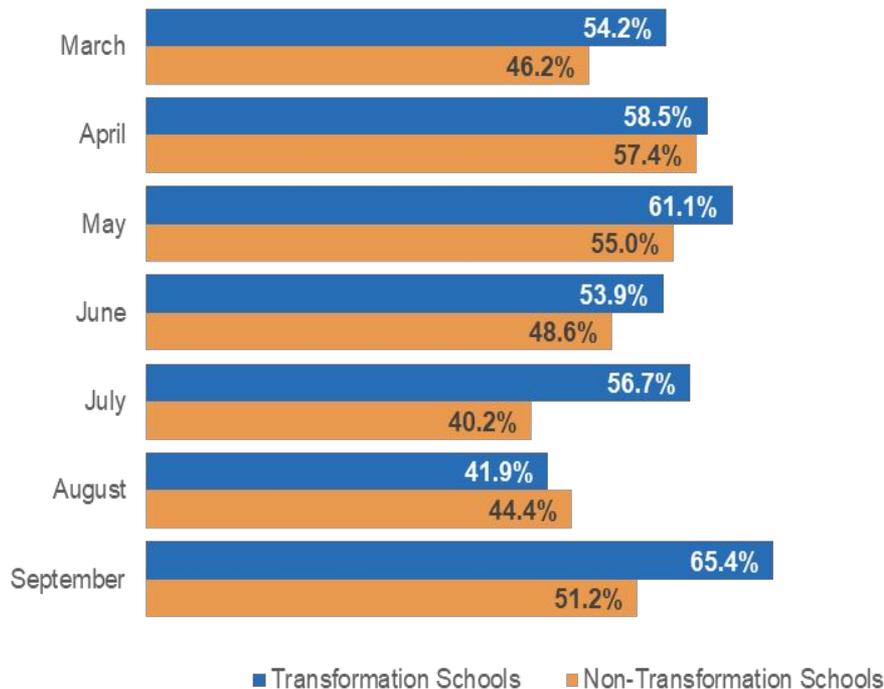


Data is as of 10/1.

# Impact on Transformation Schools

Transformation Schools hired a **higher percentage of Garrity educators of color** compared to non-Transformation Schools throughout the hiring season, except in the month of August.

## Racially diverse Garrity hires by month in Transformation and Non-Transformation Schools



Data is as of  
10/1.

# Impact on Transformation Schools (cont.)

As the school year started, 93% of Garrity positions in Transformation Schools were filled compared with 89% at the same time last year.

<b>Start of School Vacancies</b>	<b>Muniz</b>	<b>Charlestown</b>	<b>Blackstone</b>	<b>Condon</b>
SY23-24	2 of 11	4 of 39	6 of 26	6 of 35
SY24-25	0 of 20	1 of 30	2 of 31	2 of 31

# The Importance of Linguistic Diversity

- The district prioritizes hiring and retaining a racially, ethnically, and linguistically diverse staff to better serve all students, particularly students of color.
- The 2017 “Language Opportunity for Our Kids (LOOK) Act” requires hiring more educators fluent in languages other than English and capable of teaching students primary languages in bilingual settings.
- Increasing the percentage of educators fluent in official BPS languages is a key district priority toward meeting these needs.



# Linguistic Diversity

677 Garrity educator hires self-reported fluency in a BPS language, an **increase of 1.3%** over the 2023-2024 school year, and nearly a **4 percentage point gain** since 2022.



## BPS Languages (hires):

- American Sign Language (17)
- Arabic (16)
- Chinese Cantonese (14)
- Chinese Mandarin (24)
- Cabo Verdean Creole (37)
- French (111)
- Haitian Creole (81)
- Portuguese (35)
- Somali (2)
- Spanish (488)
- Vietnamese (14)

*Data is as of 10/1 each year*

# Proposed Changes for SY25-26

- **Early Contracts Pilot:** Candidate pools are more diverse earlier in the hiring season. As a result, the district will pilot reintroducing “commitment letters” to educators of color for the SY25-26 school year.
- **Tailored License Support:** The Licensure Team identified 18 priority schools with the highest numbers of waivers and emergency-licensed educators. On-site meetings with these educators are being conducted. As of 11/22:
  - 15 out of 18 school visits have been completed
  - 138 one-on-one meetings with educators have been held

# Proposed Changes for SY25-26 (cont.)

- **Recruitment Strategy Shifts:**
  - Increase the number of applicants to the Early Hiring Pool (EHP) from 337 to 400 by partnering with more diverse educator preparation programs
  - Vet EHP applicants earlier and more thoroughly to ensure applicants are ready to be hired by school teams
- **Increased Retention Focus:** The district will further prioritize identifying non-renewed educators of color earlier than in previous years and offering one-on-one career support consultations.

# Appendix

# Garrity Educator Hires: External Candidates

Despite a decline in the percentage of new-to-BPS Garrity hires of color, 50% speak a BPS language.

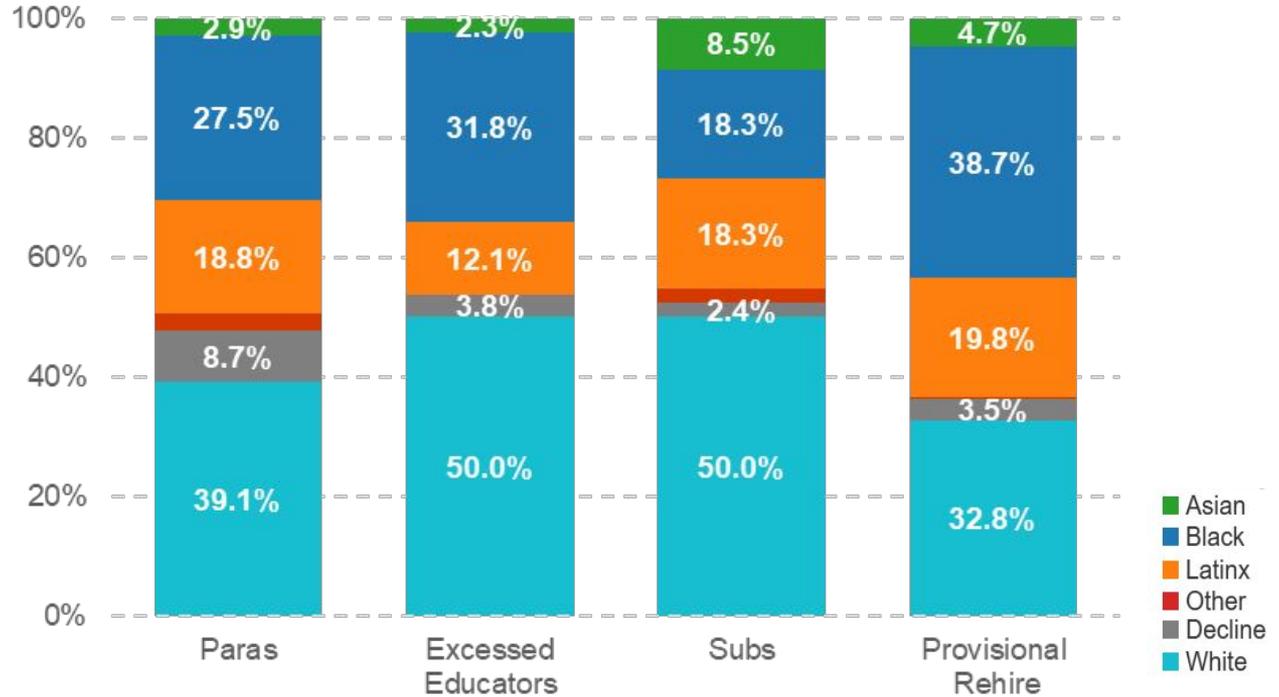


<b>Total Garrity Educators</b>	<b>263</b>	<b>238</b>	<b>346</b>	<b>385</b>	<b>241</b>
<b>% Garrity Educators of Color</b>	<b>48.3%</b>	<b>55.8%</b>	<b>44.2%</b>	<b>42.1%</b>	<b>38.6%</b>

*Data is as of 10/1 each year.*

# Garrity Educator Hires: Internal Candidates

The majority of provisional educators that were rehired into Garrity positions are educators of color.



<b>Total Internal Educator Hires</b>	<b>69</b>	<b>132</b>	<b>82</b>	<b>716</b>
<b>% Educators of Color</b>	<b>52.1%</b>	<b>46.2%</b>	<b>47.5%</b>	<b>63.6%</b>

*Data is as of 10/1 each year.*

# Garrity Educator Exits: Retirements, Resignations, Non-Renewal, etc.

Educators of color continue to exit the district at lower rates than their White counterparts.



<b>Total Garrity Educator Exits</b>	<b>275</b>	<b>328</b>	<b>392</b>	<b>381</b>	<b>372</b>
<b>% Garrity Educators of Color Exits</b>	<b>43.6%</b>	<b>39.0%</b>	<b>36.7%</b>	<b>35.7%</b>	<b>43.4%</b>

*Data is as of 10/1 each year.*

# Garrity Educator Retention

The district experienced a small decline in the percentage of Garrity educators it retained. As a result, retention will become a greater focus for the SY25-26 hiring season.



<b>Total Garrity Educator Retained</b>	<b>4,322</b>	<b>4,314</b>	<b>4,225</b>	<b>4,414</b>	<b>4,177</b>
<b>% Garrity Educators of Color Retained</b>	<b>38.9%</b>	<b>40.0%</b>	<b>41.2%</b>	<b>42.5%</b>	<b>41.6%</b>

*Data is as of 10/1 each year.*

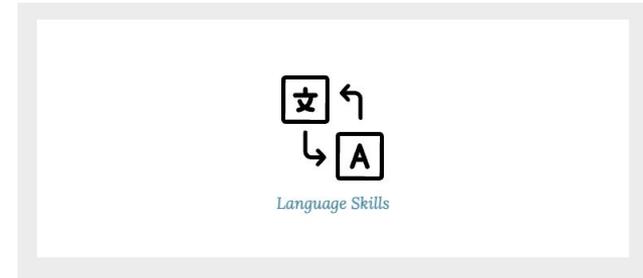
# New Employee Self-Service

In partnership with the City of Boston, BPS launched a new feature in our employee self-service portal in November 2024, so staff can:

- Add multiple languages to their staff profile
- Self-rate their proficiency in:
  - Reading, Speaking, Writing
  - Teaching Ability
  - Translation Ability
  - Native Fluency

**Why It Matters:** Language skills are valuable assets to our diverse community. By sharing their proficiencies, staff will help:

- Improve communication with students, parents, and colleagues
- Enhance the district's language support services
- Increase opportunities for collaboration and resource sharing



TQP Grant,  
**\$6M**  
5 years



# BILINGUAL INCLUSIVE EDUCATION RESIDENCY

From **paraprofessional** to **permanent teacher** with M.Ed. & BEE

- Cultivates up to **10** BPS bilingual Paraprofessionals per year
- **2**-year program: Bilingual Education/Accelerated Community to Teacher Program (BE/ACTT) + dual language residency, M.Ed. in Inclusive Education, Bilingual Education Endorsement (BEE), Sheltered English Immersion Endorsement (SEI)
- Launches Summer 2025
- **3**-year commitment to teach in BPS
- **4** members of BIE team hired June-Aug 2024
- **14-member** Steering Committee comprised of BPS Central Office & School Leaders, BIE Team Members, and partner IHE liaisons

# Cultivation Programs by the Numbers

<b>Bilingual Educator/Accelerated Community to Teacher Program</b>	<p>SY22-23: 37 SY23-24: 23 SY24-25: 44 (current enrollment)</p>
<b>Teaching Fellowship for Initial Licensure</b>	<p>SY22-23: 26 SY23-24: 35 SY24-25: 39 (current enrollment)</p>
<b>MTEL Exam Preparation</b>	<p>SY22-23: 376 SY23-24: 206 SY24-25: 213 (ongoing enrollment)</p>
<b>Paraprofessional Exam Preparation</b>	<p>SY22-23: 95 SY23-24: 84 SY24-25: 73 (ongoing enrollment)</p>

