



Office of Human Resources

Francesse J. Canty, Chief Human Resource Officer

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TO: Boston School Committee

FROM: Francesse J. Canty, Chief of Human Resources

CC: Rashaun Martin, Managing Director of Retention, Cultivation and Diversity Programs

DATE: November 22, 2024

SUBJECT: Office of Human Resources Update

We are excited to share the Office of Human Resources' annual update on the district's hiring and workforce diversity efforts. Our goal is to build a workforce that mirrors the rich diversity of our students, ensuring we can meet all their learning needs.

The attached presentation will delve into the following key areas:

- **Linguistic Diversity of Staff:** Promoting a workforce that reflects our students' linguistic backgrounds.
- **Teacher and Guidance Counselor Diversity:** A court order that requires BPS to achieve and maintain a desegregated faculty and staff (teachers and guidance counselors), "comprised of not less than 25% blacks and 10% other minorities."
- **Hiring in Transformation Schools:** Our commitment to improving hiring practices in these schools.
- **Proposed Improvements for SY25-26:** A preview of our strategies to enhance future hiring.

We look forward to presenting this update to the School Committee and discussing how we can continue to advance workforce diversity in our district.

