



# 2021 EQUITY COMMITTEE TOPIC BRIEFING

## Representation of African American Teachers & Instructional Staff 5/3/2021

### Overview

**Alignment with 2018 Joint Plan Section:** IV. Representation of African American Teachers & Instructional Staff

**Alignment with 2020-2021 SDIRC African American Achievement Plan:** Goal 4: Increase Employment of African American Teachers



This year the efforts of the District to achieve equitable representation of African American Teachers and Instructional Staff have been focused on the marketing of the School District of Indian River County (SDIRC) on social media; the posting of instructional vacancies to reach a more diverse audience through Diversity in Education, Handshake, and social media; and strategic hiring which includes increased interactions with candidates of Historically Black Colleges and Universities (HBCUs), increased collaboration with community members and IRCEA to discuss recruiting strategies, increased involvement of African American staff in recruiting fairs, and increased support for new hires from the Offices of Curriculum and Instruction and Strategic Planning and Support Services, as well as the Department of Human Resources.

### Key Actions Taken

- Instructional vacancies are posted on the District's publicly available website, Diversity in Education website, Indeed, and Handshake.
- The New Teacher Mentoring Program has been advertised and promoted at each career fair, the District's website, and social media. The New Teacher Mentoring Brochure also will be included in the WEpromise Onboarding Box.
- Professional development related to Culturally Responsive Interviewing Strategies has been created and made available to principals and assistant principals via the Canvas platform. Each administrator receives a certificate upon completion of course.
- Monthly reports of race/ethnicity of all instructional staff by school have been generated and are used to monitor instructional staff representation at district and school levels.
- The IR Recruit Dashboard, created in collaboration with the Office of Strategic Planning & Support Services, is updated daily through FOCUS to provide administrators (school and district) with real time percentages of instructional staff and students by race/ethnicity. This dashboard data is used daily to monitor for equitable instructional staff representation at each school site.
- The SDIRC Workforce Housing Committee has met twice to identify and plan for affordable housing options in the local community. Short- and long-term goals have been set and a campaign to local landlords is in the planning stages. The Facebook page @RecruitSDIRC has several local realtors posting their logos and advertising assistance for new teachers.



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DIVERSITY RECRUITMENT PARTNERS



### SDIRC Virtual Career Fair Lobby



The SDIRC Virtual Career Fair was held on April 8, 2021 in collaboration with Diversity in Ed. Additionally, Diversity in Ed hosted the fair, advertised the fair, and posted all our open positions on their website as well as Job Board. The SDIRC Fair also was advertised on Handshake and social media to attract the most diverse candidate pool.

### Workforce Housing Update and Partners

## HOUSING

The Workforce Housing Committee is looking at opportunities to create housing for teachers.

- Rentals
- "Teacher town"
- Mortgage Assistance

Partners in Recruitment (housing)

- Directing all candidates and partners to the Recruit SDIRC Facebook page
- Working on Sponsorship opportunities

To build a dynamic foundation for new teachers by developing relationships that foster collaboration, creativity, critical thinking, and confidence.

To create an environment where new teachers feel supported and have access to high quality professional development and coaching, personalized to their individual needs in the classroom.



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## School District of Indian River County



The School District of Indian River County serves about 18,000 students and employs about 1,200 teachers. The Curriculum and Instruction Team strives to provide a system of induction for new faculty members to effectively assimilate to the culture and community of their school environment and district while learning the district's policies and procedures. Teachers will be made aware of available resources and opportunities for personal and professional growth. New teachers will be provided with professional support and guidance that will enhance teaching performance, and ultimately have a positive impact on student achievement.

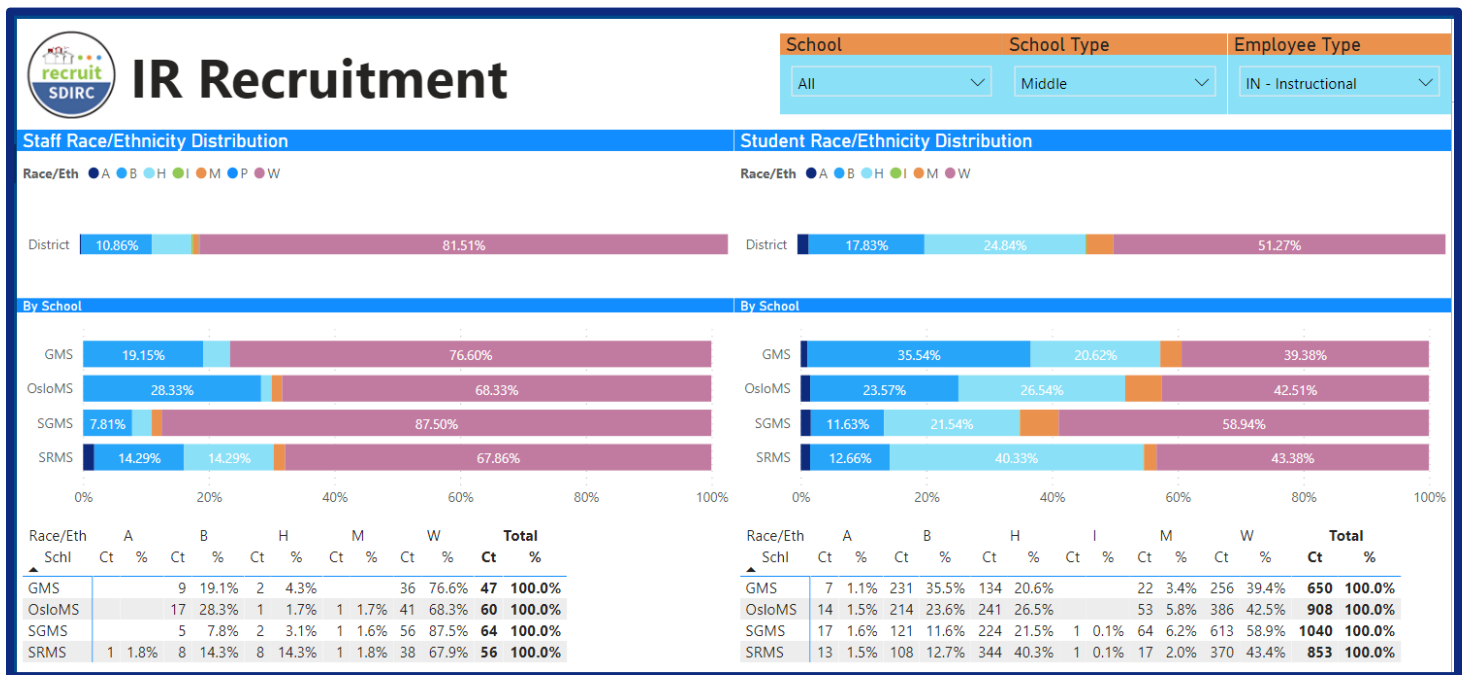
We have hundreds of dedicated teachers who are Clinical Educators trained and eager to assist their fellow teachers learn and grow. These mentors spend countless hours assisting new teachers navigate their new environments and professional expectations. All school-based mentoring is tailored to each individual teacher as they are surveyed quarterly by the PD Department.

- Be assigned a highly trained school-based mentor.
- Receive monthly professional development on his/her campus

All new teachers are encouraged to attend monthly professional development sessions at the District Office the second Monday of each month from 4-6 pm. Session topics are determined based on the needs of new teachers. These learning opportunities provide a time for collaboration with other teachers district wide.



## IR Recruitment Dashboard: Example – Middle Schools



### Progress Monitoring of Representation of African American Teachers & Instructional Staff

To assist in problem solving and monitoring the area of “Teachers & Instructional Staff Representation,” a variety of progress monitoring measures are utilized. Currently, 18% of the students in the SDIRC are African American, which is used as a reference point to identify whether the percentages of applicants and new hires by race are representative of the overall student population in the SDIRC. Furthermore, the newly developed Power BI IR Recruitment Dashboard provides information for staff and student representation by school to engage in more focused problem solving and monitoring related to instructional staff representation at specific schools.

When reviewing progress monitoring data, the percentage of African American applicants for instructional position vacancies currently is 19%, showing an increase of three percentage points since February 2021 (i.e., February 2021 - 16% to May 2021 - 19%). The percentage of African American instructional vacancy applicants is four percentage points above the percentage of African American applicants interviewed (i.e., 19% applied, 15% interviewed). However, it is important to note that some of the difference observed in the percentage of applicants as compared with percentage of interviewees is likely due to the methodology each database uses for identifying an individual’s race/ethnicity. Specifically, the Applitrack applicant data base utilizes the Department of Labor’s non-single race/ethnicity methodology in which individuals can select all races and ethnicities with which they identify. On the other hand, the Focus database uses the Florida Department of Education’s single race/ethnicity methodology, in which individuals are identified using a single race or ethnicity. As a result, it is expected that the percentage of individuals identified as African American will be higher than when a non-single race/ethnicity methodology is used. Beyond information regarding applicants and interviewees, during the time period from February 2021 to May 2021, 24% - 26% of the interviewers who participated in interview processes for instructional vacancies were African American.

In addition to ongoing monitoring of application and interview processes, the District monitors the representation of new instructional staff hires and overall racial/ethnic representation of instructional staff. During the current academic year, a total of 113 new instructional staff members have been hired, with 12% of the new hires being African American. With regard to overall representation of certified instructors by race, currently 11% of certified instructors are African American, as compared with 82% of instructors being White, Non-Hispanic. During the 2019-2020 school year, 9% of the District’s



certified instructors were African American, showing an increase in representation of two percentage points in African American instructors since 2019-2020.

Taken collectively, current progress monitoring suggests that the District should continue the emphasis established related to strategic hiring, as well as actions implemented to continue to make steps towards realizing a district workforce that is representative of the District's student population.

**For the following tables:** Data is representative of PK-12, non-charter schools in the SDIRC.

Representation of Applicants for Instructional Positions by Race (%) – Districtwide Retrieved 04/29/21, Source: Applitrack*					
Race	February 2021	March 2021	April 2021	May 2021	
				#	%
African American	16%	17%	17%	298/1538	19%
White, Non-Hispanic	72%	86%	86%	1414/1538	92%

\*Applitrack utilizes the Department of Labor's non-single race/ethnicity methodology when identifying individual'(s) race(s)/ethnicit(ies). All other indicators provided below utilize the Department of Education's single race/ethnicity methodology.

Representation of Interviewers by Race (%) – Districtwide Retrieved 04/29/21, Source: Office of Human Capital and Operations					
Race	February 2021	March 2021	April 2021	May 2021	
				#	%
African American	24%	26%	26%	26/105	25%
White, Non-Hispanic	66%	64%	64%	67/105	64%

Representation of Interviewees by Race (%) - Districtwide Retrieved 04/29/21, Source: Office of Human Capital and Operations					
Race	February 2021	March 2021	April 2021	May 2021	
				#	%
African American	16%	15%	15%	77/500	15%
White, Non-Hispanic	74%	74%	74%	370/500	74%

Representation of New Hires by Race (%) - Districtwide Retrieved 04/29/21, Source: Office of Human Capital and Operations					
Race	February 2021	March 2021	April 2021	May 2021	
				#	%
African American	13%	13%	13%	14/113	12%
White, Non-Hispanic	74%	74%	72%	80/113	71%

Representation of Certified Instructors by Race (%) - Districtwide Retrieved 04/23/21, Source: Focus School Software					
Race	February 2021	March 2021	April 2021	May 2021	
				#	%
African American	10%	11%	11%	122/1152	11%
White, Non-Hispanic	82%	82%	82%	941/1152	82%

### **Planned Next Steps**

- Continue working with the Workforce Housing Committee to be able to provide new teachers with affordable housing options.
- Continue to use monthly reports and the IR Recruit Dashboard to monitor the equity ratio of instructional staff to students at each campus, in conjunction with strategic recruitment efforts.
- Provide continued support for administrators on Culturally Responsive Interviewing.
- Work collaboratively with the Office of Curriculum and Instruction to continue to build the mentor program so that the needs of new teachers are met and exceeded.