

ATTACHMENT D

**NEWTON PUBLIC SCHOOLS
Office of Human Resources**

To: Jeffrey Young, Ed. D.
Superintendent of Schools
From: Roberta Dollase *RD*
Assistant Superintendent for Human Resources
Re: Affirmative Action Report
Date: November 12, 2002

Attached is the Affirmative Action Report, based on data as of November 1, 2002. Recruiting candidates of color and increasing the percentages of employees of color remain high priorities for the school system. While the percentage of staff of color is currently 9.5%, a slight increase over the 2001-2002 school year, the percentage of teachers of color has decreased by .75% from 10.23% to 9.47% since last year. Of our new teachers, 8.11% are teachers of color and overall 8.36% of our new hires are staff of color. Our current hiring rate of staff of color is not sufficient to sustain and increase our current levels of staff of color.

As a school system we need to focus greater attention on recruiting, hiring, *and* retaining staff of color. To this end, Mentor Coordinator Karen DeRusha and I invited staff of color to meet with us last spring and this fall to share ideas about how we can improve our recruiting and encourage and support our staff of color. We are now working to incorporate their ideas into our planning for the next hiring and induction season. We will be working within the school system and as a member of the Affirmative Action Recruiting Consortium (AARC) to intensify our recruiting and hiring efforts. As we look to the future, we also need to explore ways to encourage Newton teachers of color to become candidates for administrative and other leadership positions.

Table 1: Numbers and Percentages of Staff of Color

Category	Total Staff	American Indian		Asian		African American		Hispanic		Cape Verdean		Total Staff of Color	Percent Staff of Color
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Central Staff	7	0	0	0	0	0	1	0	0	0	0	1	14.29%
Secondary Principals	6	0	0	0	0	0	0	0	0	0	0	0	0.00%
Elementary Principals	15	0	0	0	0	1	2	0	0	0	1	4	26.67%
Non-Aligned Administrators and Confidential Staff	13	0	0	0	0	0	0	0	0	0	0	0	0.00%
Unit A: Teachers, Specialists, Counselors, Social Workers, and Psychologists	1,151	0	1	5	34	13	31	1	24	0	0	109	9.47%
Unit B: Asst. Principals, Directors, Department Heads, Housemasters, Coordinators, and Supervisors	70	0	0	1	0	2	2	0	1	0	0	6	8.57%
Unit C: Teacher Aides	485	0	2	0	23	4	10	1	7	0	0	47	9.69%
Unit D: Instructional Support Staff	75	0	0	0	2	1	0	0	1	0	0	4	5.33%
Unit E: Admin. Technology Specialists, Community Education Employees, etc.	25	0	0	0	0	1	0	0	0	0	0	1	4.00%
NESA: Secretaries	106	0	0	0	0	0	2	0	0	0	0	2	1.89%
Custodians	90	0	0	0	0	2	0	0	0	0	0	2	2.22%
Cafeteria Workers	58	0	0	0	2	1	1	0	1	0	0	5	8.62%
Elementary Lunch Staff	135	0	0	0	14	0	12	0	1	0	0	27	20.00%
METCO Bus Monitors	5	0	0	0	0	0	5	0	0	0	0	5	100.00%
Totals	2,241	0	3	6	75	25	66	2	35	0	1	213	9.50%

Table 2: New Hires: Numbers and Percentages of Staff of Color

Category	Total Staff	American Indian		Asian		African American		Hispanic		Cape Verdean		Total Staff of Color	Percent Staff of Color
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Central Staff	1	0	0	0	0	0	0	0	0	0	0	0	0.00%
Secondary Principals	0	0	0	0	0	0	0	0	0	0	0	0	0.00%
Elementary Principals	3	0	0	0	0	1	0	0	0	0	0	1	33.33%
Non-Aligned Administrators & Confidential Staff	1	0	0	0	0	0	0	0	0	0	0	0	0.00%
Unit A: Teachers, Specialists, Counselors, Social Workers, and Psychologists	148	0	0	0	4	2	2	0	4	0	0	12	8.11%
Unit B: Asst. Principals, Directors, Department Heads, Housemasters, Coordinators, and Supervisors	2	0	0	0	0	0	0	0	0	0	0	0	0.00%
Unit C: Teacher Aides	156		1		6	2	1		3			13	8.33%
Totals	311	0	1	0	10	5	3	0	7	0	0	26	8.36%