

Exceptional⁺



ANN ARBOR PUBLIC SCHOOLS

2017-2018 STAFFING REPORT

December 20, 2017



Abbot Elementary

**How well does
our AAPS
staff mirror
the diversity
of our student
& community
population?**



Bryant Elementary

2017/18 STUDENT & STAFF RACE/ ETHNICITY

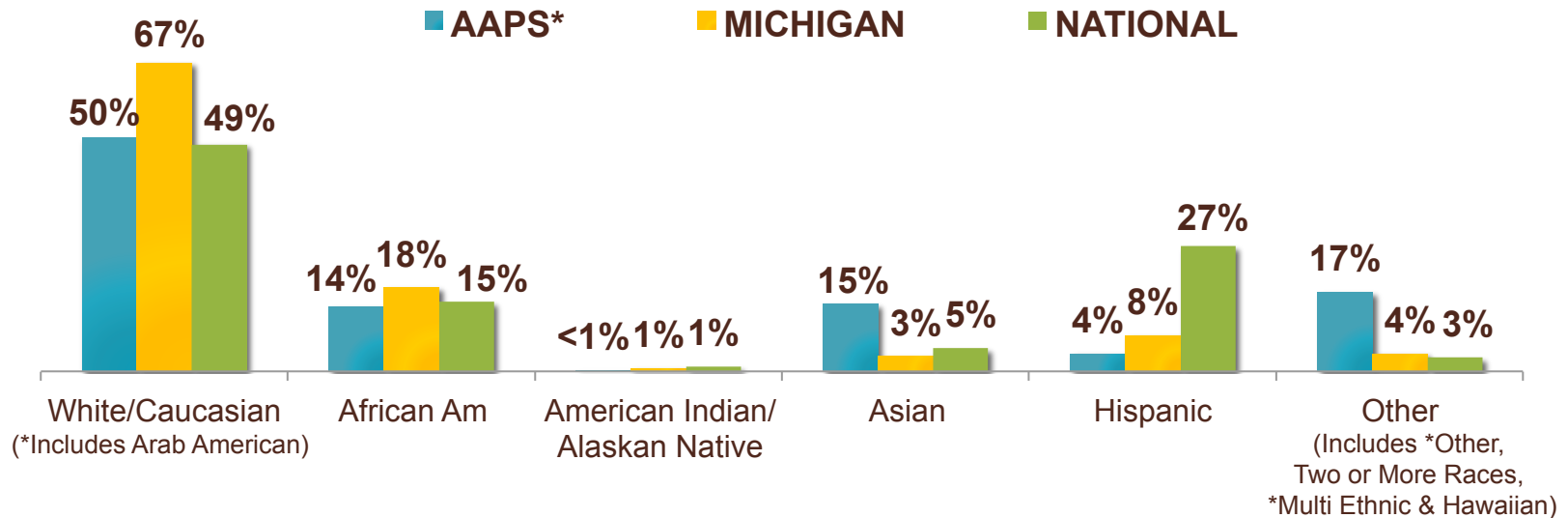
State & National
Comparison



Mitchell Elementary

Student Comparison

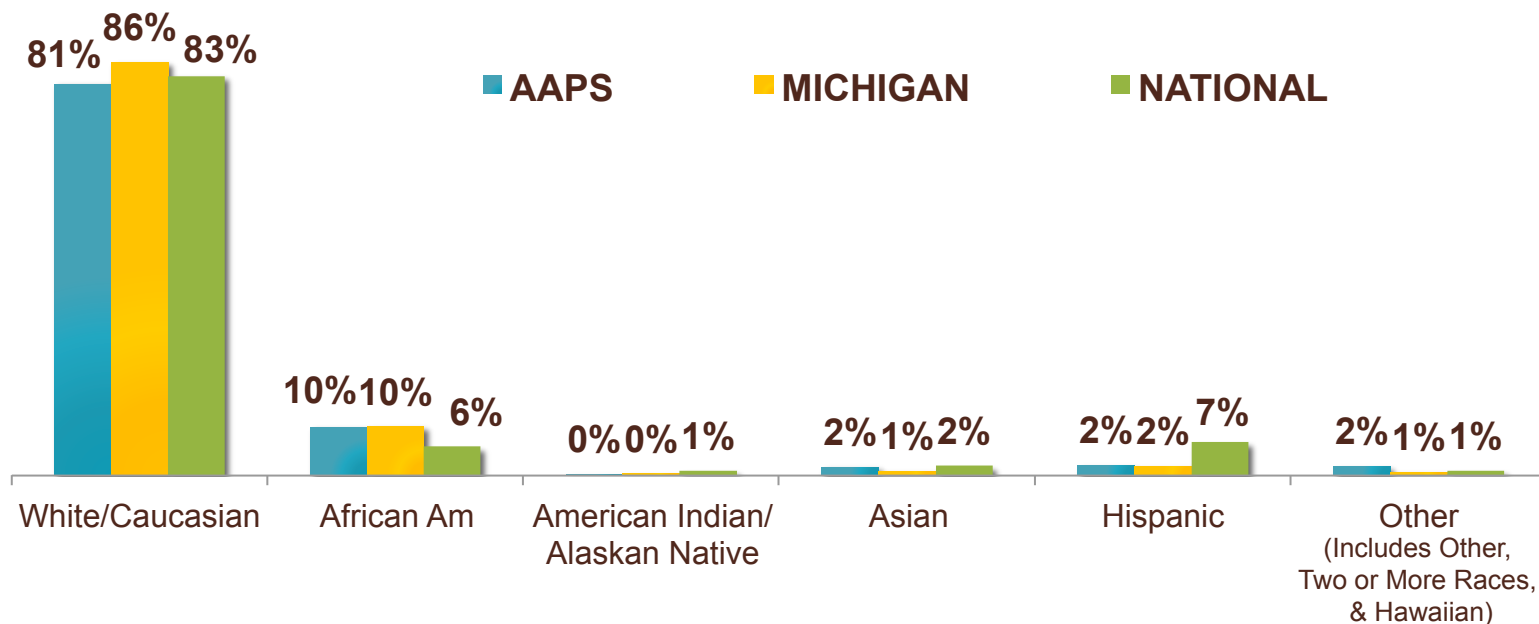
AAPS / State / National



AAPS Source: 2017/18 Annual Student Enrollment Report
Michigan Source: 2016/17 MI School Data Student Count Snapshot
National Source: National Center for Education Statistics, 2012, 2014

Teacher Comparison

AAPS / State / National



AAPS Source: 2017/18 Annual Student Enrollment Report
 Michigan Source: 2016/17 MI School Data Student Count Snapshot
 National Source: National Center for Education Statistics, 2012, 2014

Diversity Core Values

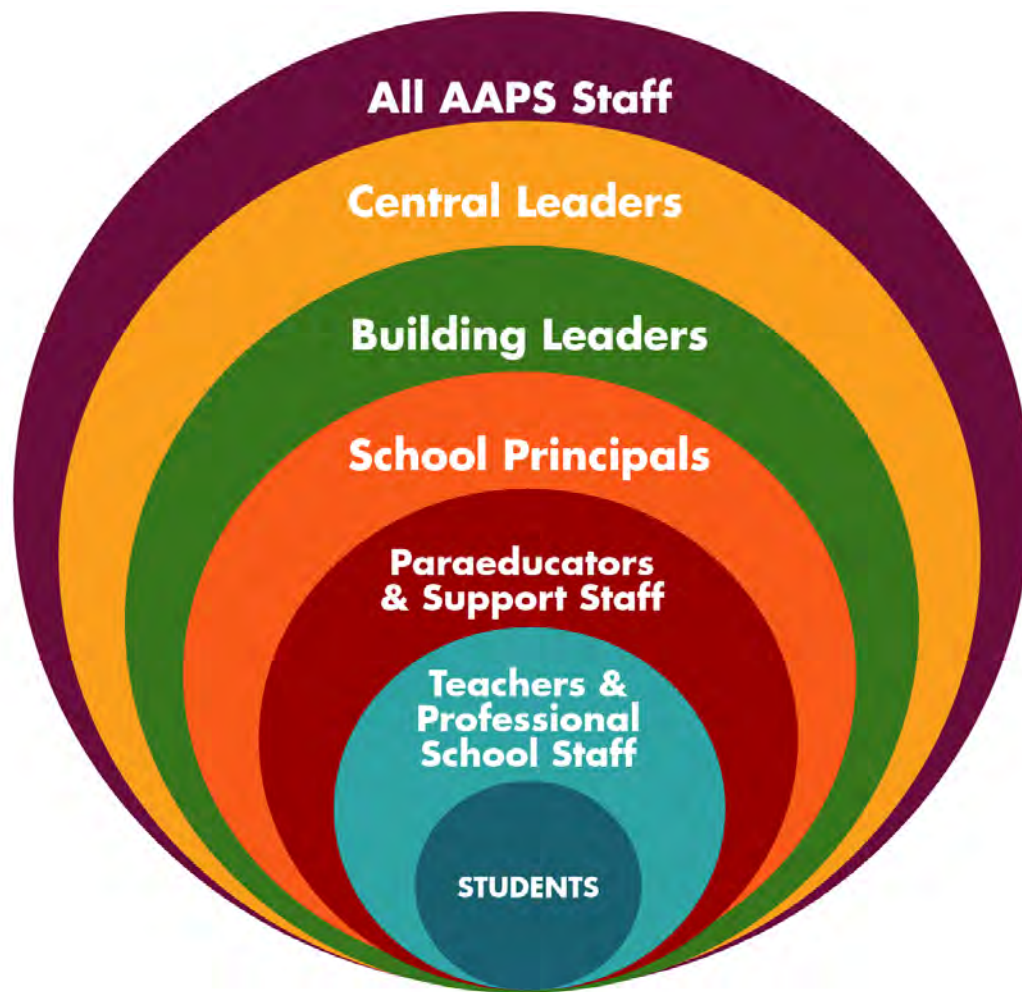


In the Ann Arbor Public Schools, we:

- ✓ Respect diversity, celebrate and benefit from a rich, diverse learning and work environment, and understand that diversity strengthens the organization.
- ✓ Recognize that diversity supports all creative energies and cultivates new talent not before recognized.
- ✓ Acknowledge diversity as a strength both within the Ann Arbor community and in the Ann Arbor Public Schools.
- ✓ Understand that our students and staff benefit from the many perspectives and rich culture of a diverse educational environment.
- ✓ Know that it is beneficial for students to have diverse and positive role models at school and across our AAPS organization.
- ✓ Know that students who learn, grow, and succeed in a diverse K-12 environment will be much better prepared to take their next steps in a diverse world.

2017/18 Action Plan for Minority Teacher Recruitment

- ✓ Work with the **Michigan Roundtable for Diversity and Inclusion**
- ✓ Develop **network of key university contacts** for outreach to minority candidates:
 - Eastern Michigan University
 - Michigan State University
 - University of Michigan
 - Wayne State University
 - Historically black colleges, sororities and fraternities
- ✓ Deliver AAPS **recruitment materials** to historically black universities
- ✓ Network with university staff to **tap excellent minority student teachers**
- ✓ Network with the **National Alliance of Black School Educators (NABSE)**
- ✓ Develop a **system to assist and follow student teachers and substitute minority candidates** to contact when positions become available
- ✓ Hire teachers earlier in hiring season
- ✓ Develop a ***Grow Your Own Teacher Cadet*** program within the district for **outreach to minority AAPS high school students** interested in education, provide student teaching access and the opportunity to interview for available teaching positions upon graduation
- ✓ Develop a **‘Grow Your Own’ paraeducator program** for outreach to AAPS paraeducators interested in pursuing teaching certification
- ✓ **Advertise positions on social media, education publications and job boards** (i.e., Linked-In, Facebook, Twitter, etc.)
- ✓ Research ***Teacher of Tomorrow*** program



Staff Totals By Group

	2017/18*
Teachers & Professional School Staff <i>(includes Teachers, Counselors, School Social Workers, Speech Therapists, Occupational Therapists, School Psychologists, School Nurses, Intervention Specialists)</i>	1,411
Para Educators & Other School Support Staff <i>(includes Paraprofessionals, Office Professionals, Community Assistants, Rec & Ed Coordinators & Technical Support Personnel)</i>	548
School Principals	32
Building Leaders <i>(includes Principals, Assistant Principals, Class Principals, Deans, Assistant Deans, Athletic Directors)</i>	65
Central Leaders <i>(includes Cabinet, Directors, Assistant Directors, Coordinators)</i>	35
TOTAL*	2,059

*Staffing numbers are fluid and can change daily

Teacher Hires, Resignations, Retirements and Leaves

	2015/16	2016/17	2017/18
Resignation Replacement Hires	21	42	31
Retirement Replacement Hires	37	65	42
Leave Replacement Hires	11	21	8
Additional Hires	30	66	76
Total Hires	99	194	157

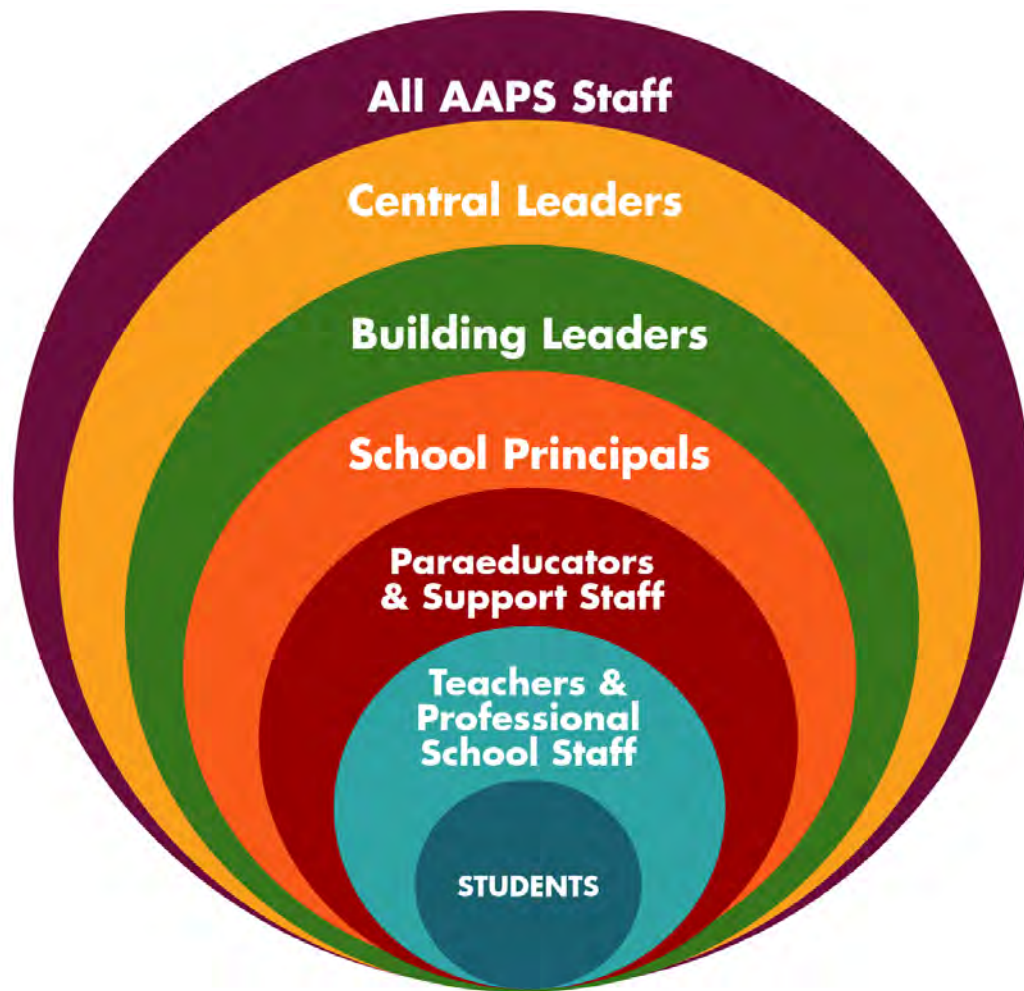
Additional Students	+289	+346	+231
Student Enrollment	17,104	17,450	17,681

2017/18 Staffing

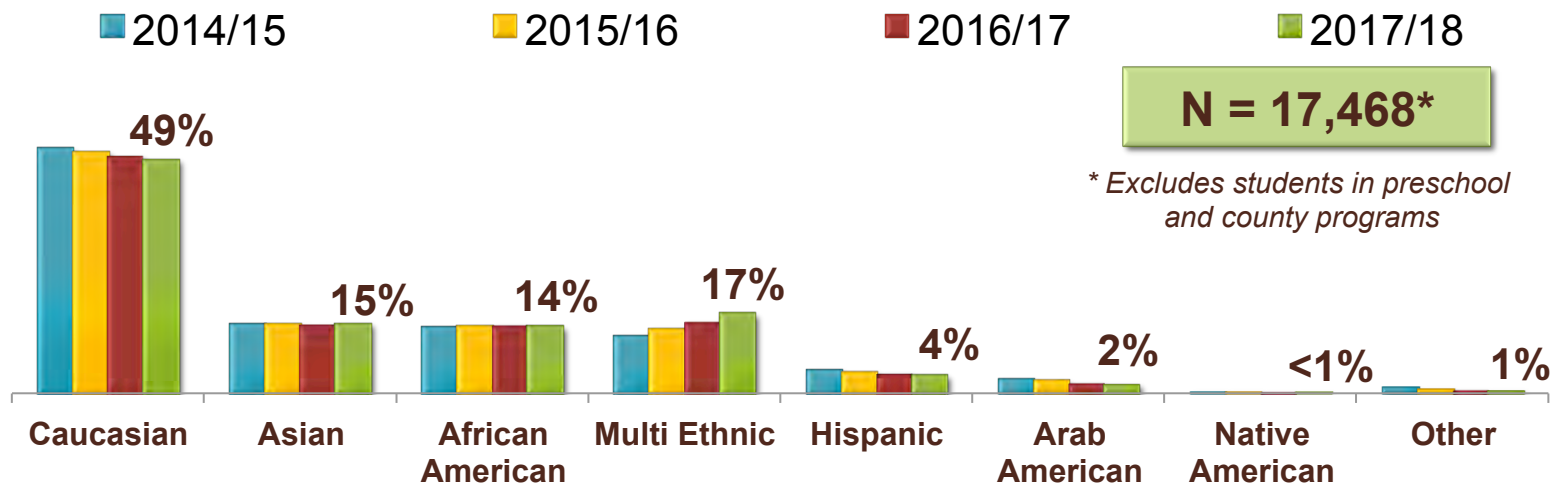
- Increases in 2017/18 staffing reflect
 - ✓ Support growing enrollments across all schools
 - ✓ Continued commitment to improved class sizes at all levels; elimination of combined grade level classes
 - ✓ Extend Intervention Specialists to elementary level
 - ✓ Restore Reading Intervention teachers in support of early literacy (3rd grade reading legislation)
 - ✓ Support increased staffing needs in Special Education
 - ✓ Complete program implementation: STEAM, *Project Lead the Way*, Early Childhood (Y5), and International Baccalaureate

2017/18 STUDENT & STAFF Race/ Ethnicity Data





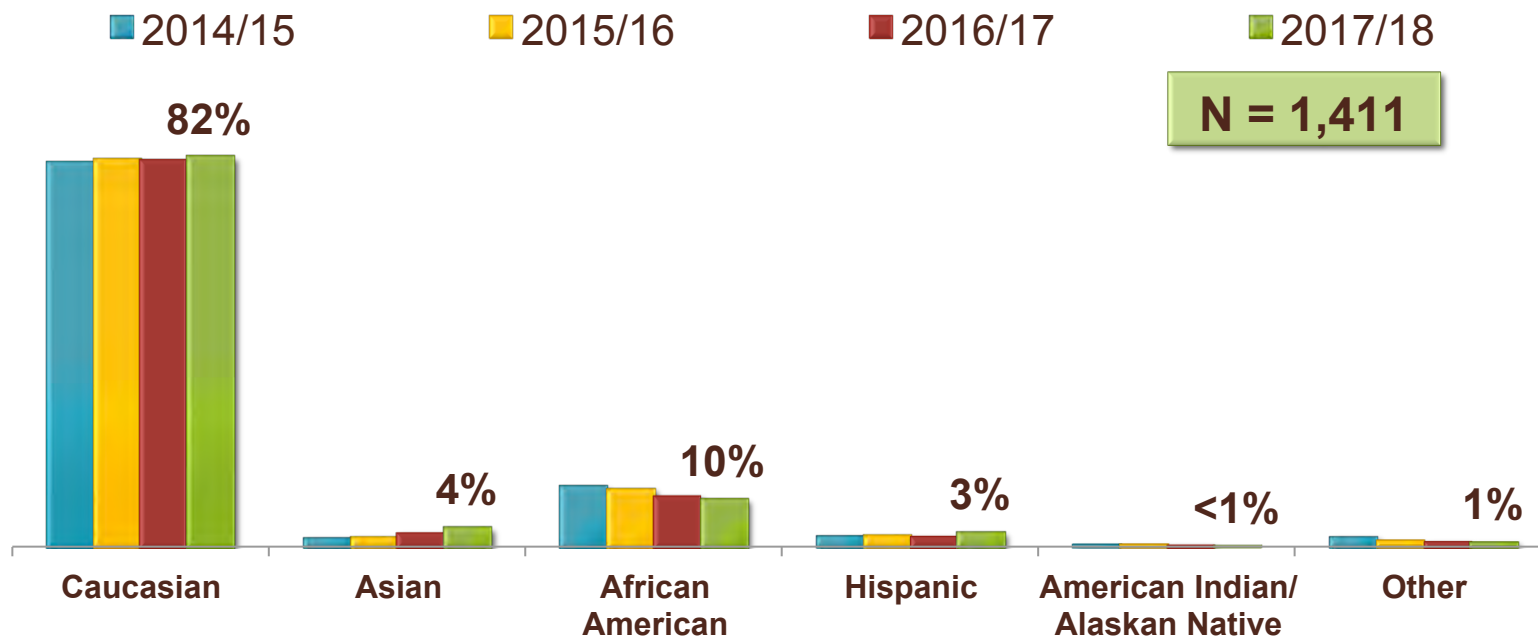
AAPS Student Population



NOTE: Student race/ethnicity is determined according to District reporting requirements.

Teachers & Professional School Staff

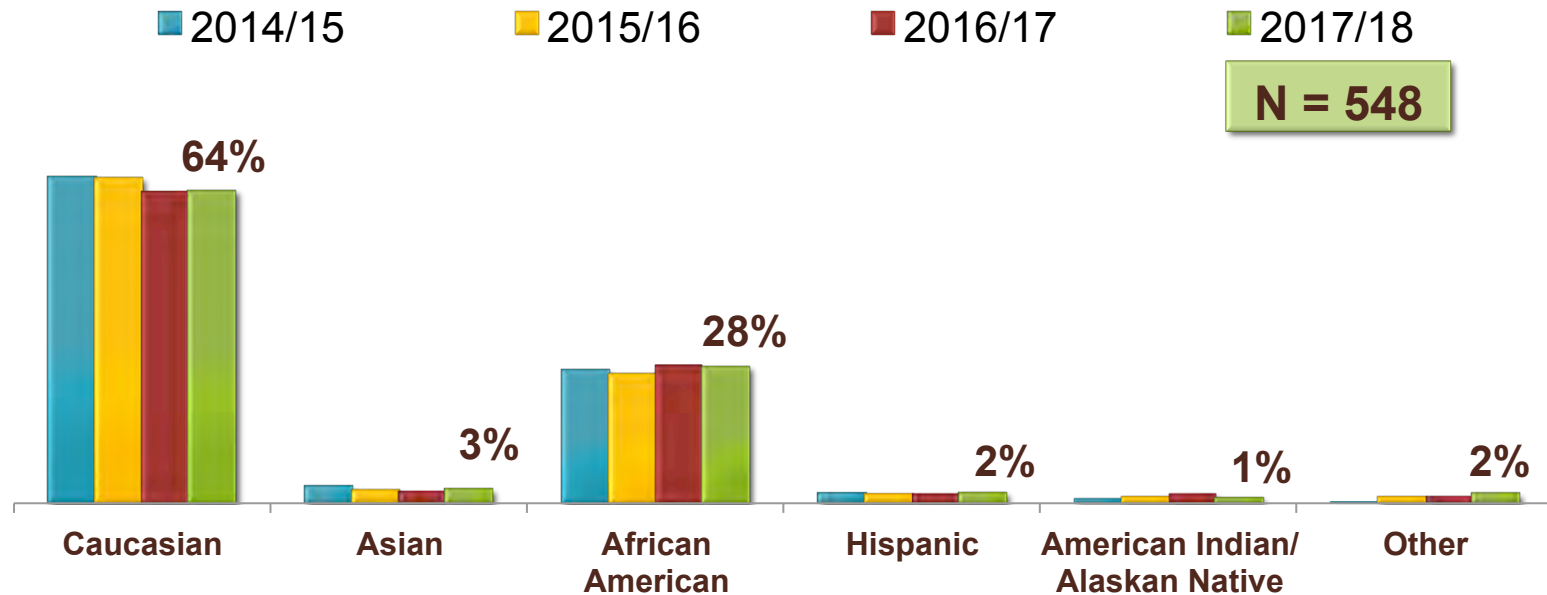
(Teachers, Counselors, School Social Workers, Speech Therapists, Occupational Therapists, School Psychologists, School Nurses, Intervention Specialists)



NOTE: Staff race/ethnicity is determined according to Federal reporting requirements.

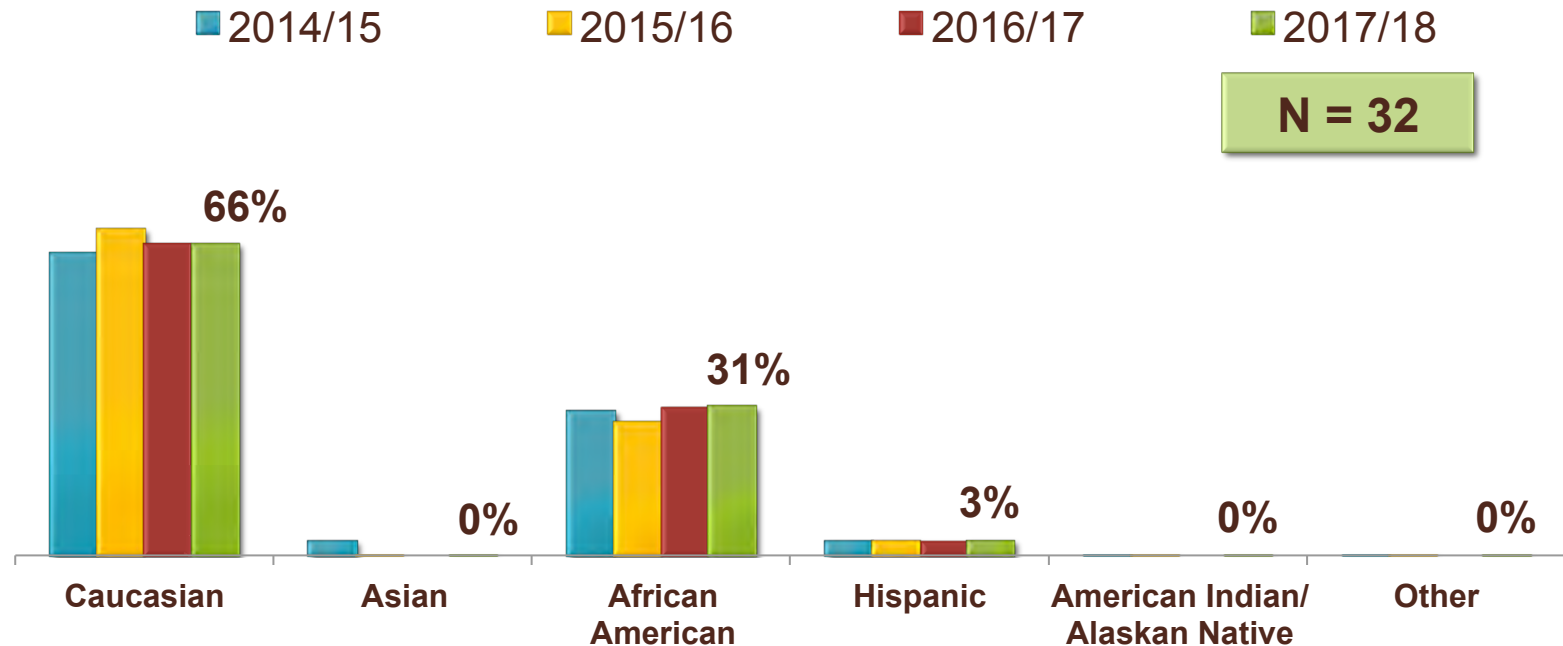
Para Educators & Other School Support Staff

(Para Educators, Office Professionals, Rec & Ed Coordinators & Technical Support Personnel)



NOTE: Staff race/ethnicity is determined according to Federal reporting requirements.

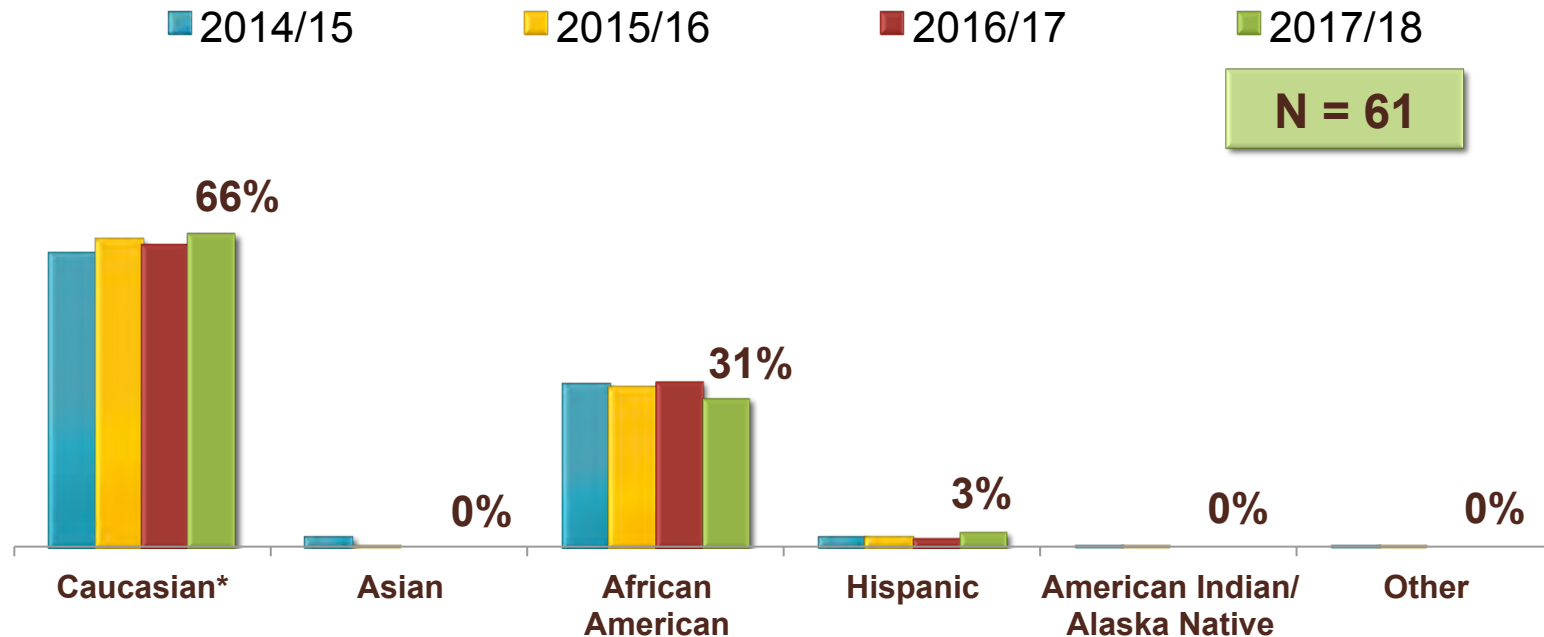
School Principals



NOTE: Staff race/ethnicity is determined according to Federal reporting requirements.

Building Leaders

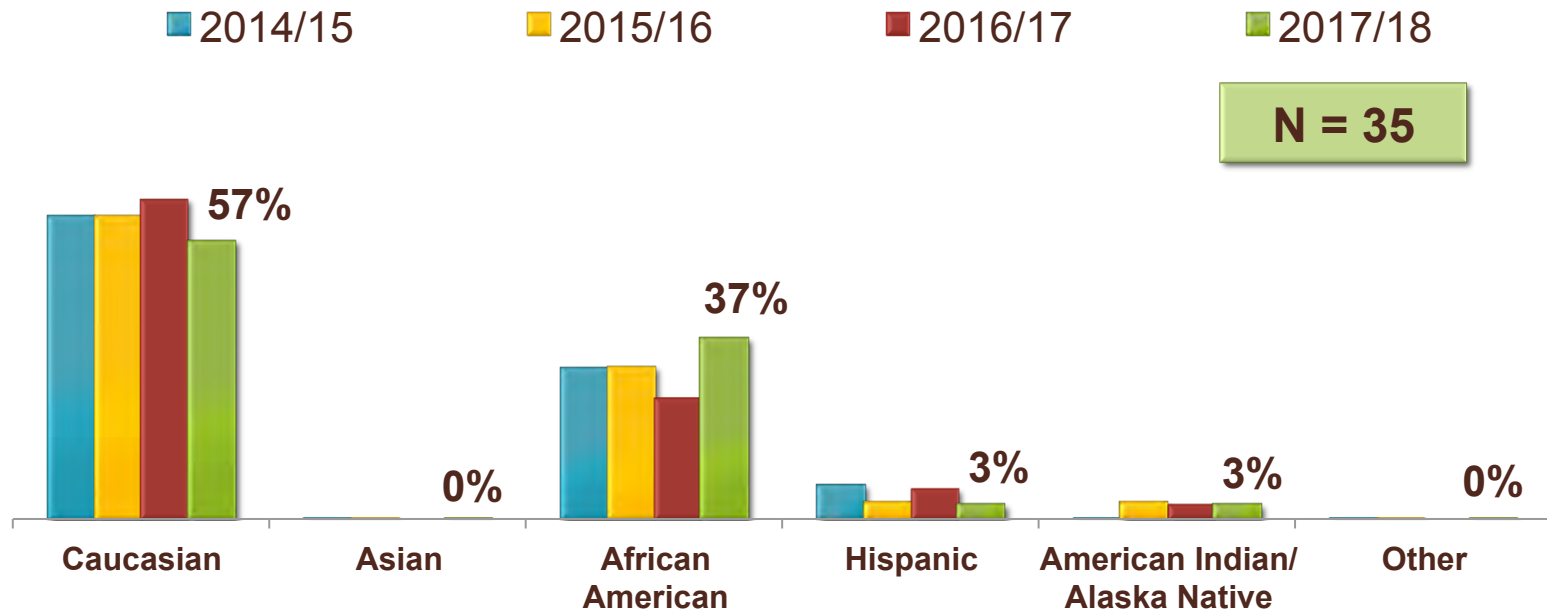
(Principals, Assistant Principals, Class Principals, Deans, Assistant Deans, Athletic Directors)



NOTE: Staff race/ethnicity is determined according to Federal reporting requirements.

Central Leaders

(Cabinet, Executive Directors, Assistant Directors, Coordinators)



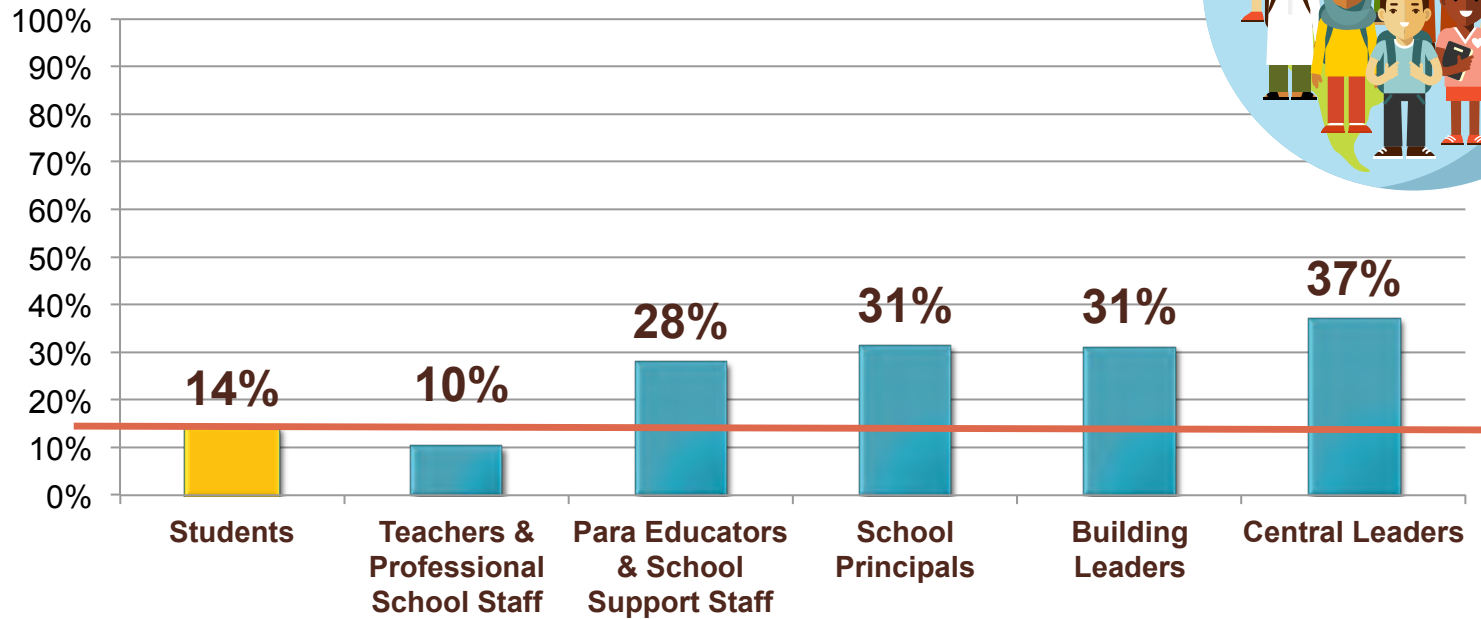
NOTE: Staff race/ethnicity is determined according to Federal reporting requirements.

2017/18 STUDENT & STAFF RACE/ ETHNICITY AAPS Comparison



AAPS Staff

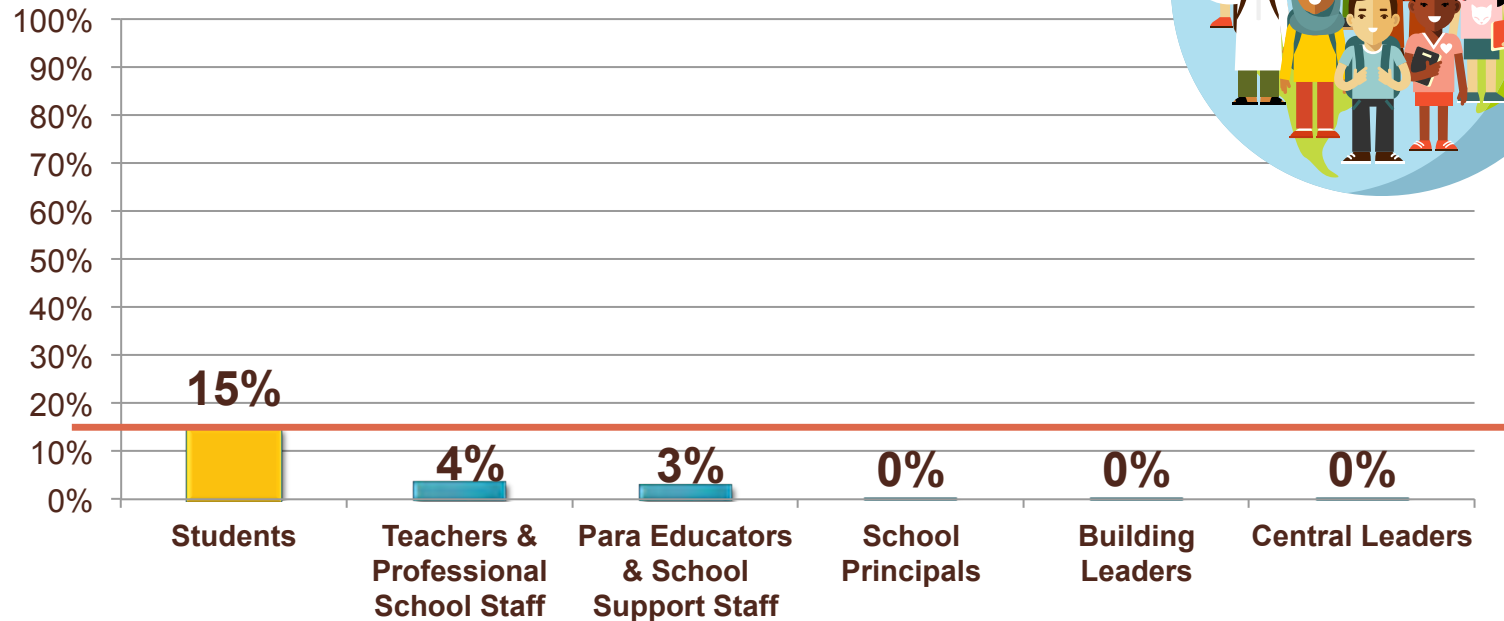
African American Representation



NOTE: Student race/ethnicity is determined according to District reporting requirements. Staff race/ethnicity is determined according to Federal reporting requirements.

AAPS Staff

Asian Representation

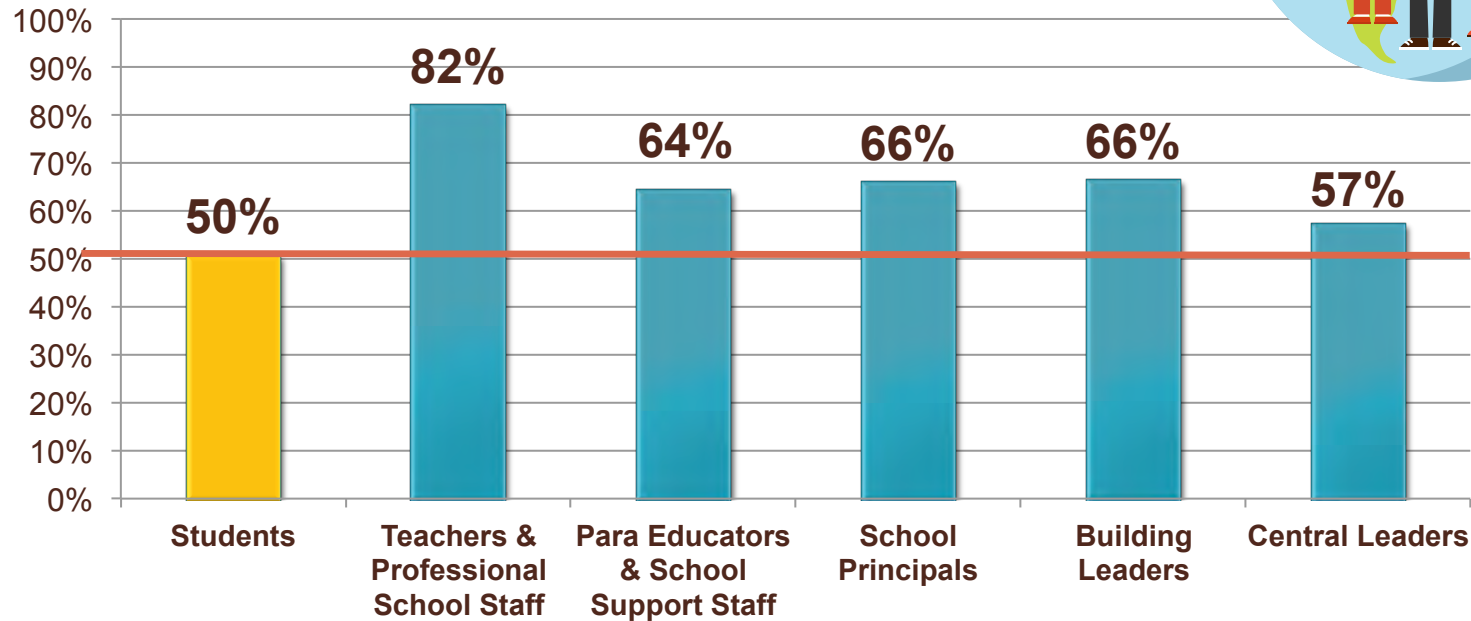


NOTE: Student race/ethnicity is determined according to District reporting requirements. Staff race/ethnicity is determined according to Federal reporting requirements.



AAPS Staff

Caucasian Representation

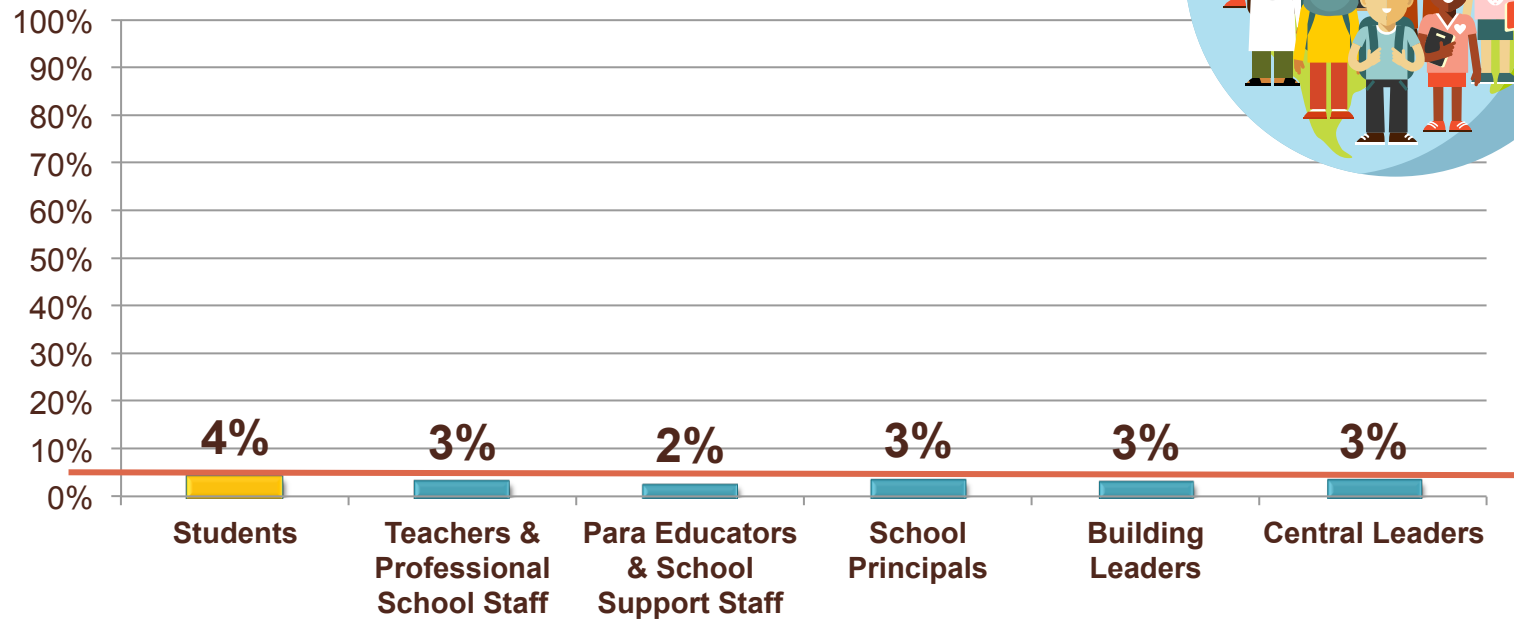


NOTE: Student race/ethnicity is determined according to District reporting requirements. Staff race/ethnicity is determined according to Federal reporting requirements.



AAPS Staff

Hispanic Representation



NOTE: Student race/ethnicity is determined according to District reporting requirements. Staff race/ethnicity is determined according to Federal reporting requirements.

Next Steps

- ✓ Continue to seek additional resources and partnerships that focus on minority recruitment.
- ✓ Enhance programs to retain minority staff.
- ✓ Continue to provide diversity and sensitivity training.
- ✓ Continue to partner with Minority Affairs Committee.
- ✓ Monitor our progress (numbers) to ensure all race/ethnic areas are well-represented.



Next Steps (continued)

- ✓ Continue to attract strong, diverse candidate pool and hire the very best candidates.
- ✓ Continue to ensure that interview teams include a diverse representation of staff.
- ✓ Consider 'grow your own' types of teacher preparation programs to engage and connect more diverse prospective candidates into the teaching profession.
- ✓ Continue the conversation, in all our settings, about our priority and value for ensuring a diverse AAPS team.



Exceptional

ANN ARBOR PUBLIC SCHOOLS

Lead. Care. Inspire.



#A2gether!

