2019 Diversity Recruitment & Retention Report
CCPS STRATEGIC PLAN

Pillar III

• Recruit and retain highly qualified employees reflective of our school system community.

• Provide professional and leadership development to retain and promote an effective and culturally competent workforce.

• Leaders promote a culture of continuous improvement of academic achievement, employee growth, and operations.
Minority Recruitment Benefits

- **African-American students who have just one African-American teacher in elementary school are 13 percent more likely to enroll in college than their peers.**¹
- **A diverse workforce promotes and supports the mission of education that is multicultural for all students.**²
  - Equity & Diversity Inclusion
  - Student Preparation for a Global Economy
  - Confidence Builder
  - Promote Empathy and Reduces Prejudice
  - Improve Student Achievement
  - Foster Creativity

Sources:
CCPS Teacher/Student Diversity Ratio

STUDENT DIVERSITY

- Caucasian: 83%
- Hispanic: 7%
- Two or More Races: 3%
- African American: 4%
- American Indian/AK Native: 0%
- Asian: 3%
- Other Nationalities: 0%
- Pacific Islander: 0%

STAFF DIVERSITY

- Caucasian: 96%
- Hispanic: 7%
- Two or More Races: 3%
- African American: 4%
- American Indian/AK Native: 0%
- Asian: 1%
- Other Nationalities: 0%
- Pacific Islander: 0%
Recruiting & Retaining Diverse Employees

• Required by the State to work to develop a workforce that is “reflective of the composition of the population”

• Current overall demographics:
  – Minority Students – 17%
  – Minority Employees – 4%

• Retention rates:
  – Non-minority employees – 96%
  – Minority employees – 80%
## Diversity of New Hires

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Educ.</th>
<th>Cust.</th>
<th>Clerk</th>
<th>Cafe Worker</th>
<th>Admin/Sup.</th>
<th>ATSP</th>
<th>Instr. Asst.</th>
<th>Total Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013/14</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>8</td>
</tr>
<tr>
<td>2014/15</td>
<td>10*</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>18</td>
</tr>
<tr>
<td>2015/16</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>7</td>
</tr>
<tr>
<td>2016/17</td>
<td>5</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>10</td>
</tr>
<tr>
<td>2017/18</td>
<td>5*</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>5</td>
<td>11</td>
</tr>
<tr>
<td>2018/19</td>
<td>8</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>13</td>
</tr>
</tbody>
</table>

*Includes school counselors & psychologist

### Annual Total Recruited Minority Staff

![Graph showing annual total recruited minority staff](image_url)
Minority Educator Staffing

- 2018/19 minority educator recruitment increased by 5%.
- Minority recruitment 5 year average remains at 5%.

- Candidate demographics are unknown until self-identified by employee.
- Reporting period is based on school calendar year.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Minority Educators</td>
<td>8</td>
<td>10</td>
<td>4</td>
<td>4</td>
<td>8</td>
</tr>
<tr>
<td>Total # of New Hires</td>
<td>128</td>
<td>148</td>
<td>171</td>
<td>119</td>
<td>98</td>
</tr>
<tr>
<td>% of Minority Educators</td>
<td>6%</td>
<td>7%</td>
<td>2%</td>
<td>3%</td>
<td>8%</td>
</tr>
</tbody>
</table>

- Candidate demographics are unknown until self-identified by employee.
- Reporting period is based on school calendar year.
2018/19 Minority Educator Regional Comparison

<table>
<thead>
<tr>
<th>County</th>
<th>Asians</th>
<th>Black/African American</th>
<th>Indians</th>
<th>Hispanics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carroll County</td>
<td>8</td>
<td>2</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Frederick County</td>
<td>41</td>
<td>7</td>
<td>1</td>
<td>12</td>
</tr>
<tr>
<td>Harford County</td>
<td>6</td>
<td>22</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Howard County</td>
<td>29</td>
<td>Data not available</td>
<td>1</td>
<td>103</td>
</tr>
</tbody>
</table>
Continuous Recruitment Partnerships

- Bowie State
- Coppin State
- Morgan State
- University of Maryland Eastern Shore

Partnerships Established in 2018-19

- Atlantic Regional Education Alliance
- Howard University
- LatPro
- National Society for Hispanic Professionals
- New Jersey Education Career Fair
- University of the District of Columbia
Gender Disparity

“All students benefit from diverse teaching perspectives, and gender roles are a big part of that.”*

• Gender Distribution:
  – Female – 80%
  – Male – 20%

• Lack of gender movement for the past decade.

Source:
Minority Recruiting Challenges

• Number of minorities entering the field of education
• Percentage of male educators
• Reduction in funding designated for recruiting
• Reduction in regional minority educator recruiting events
• Limited regional staffing events for support staff.
Recruiting Initiatives

• Public Relations Program with Recruiting Focus
• Enhance educator internships with a focus on a partnership between designated Professional Development Schools and minority educators
• Professional Development for Recruiters
Diversity Leadership & Retention Efforts
Diversity Leadership Efforts

Accomplishments

- Hosted Minority “Welcome Home” Social Gathering.
- “Spring Into Action” Social Event
Diversity Leadership Efforts

• One-on-One School Site Visits
• Implementation of Minority Climate and Engagement Survey
• Creation of “PFF”
  – Professional Friend Forever Support Line
Diversity Leadership Growth & Opportunities

Developing the next generation of CCPS leaders.

- Equity & Diversity Conferences
- CCPS Outreach Committee
- Partnership with CCEA in support of their Minority Teacher Mentor Program
Accomplishments

- Diversity Training for CCPS Leadership
- Carroll One Book Courageous Conversations
Diversity Leadership Cultural Proficiency

Expansion of the annual Culture EXPO
Employee Statement
Minority Educator Retention Rate

• 2015/16 – 100% attrition equivalent to the number hired during the previous hiring cycle

• 2016/17 – 75% retention rate

• 2017/18 – 100% attrition equivalent to the number hired during the previous hiring cycle

• 2018/19 – 150% attrition over previous cycle
Separation Categories:

- Leave of Absence – 1
- Release/Termination - 2
- Resignation – 7
- Retirement – 2

(Data Period: 2/18 – 2/19)
Minority Retention Goals

• Obtain an 2019 Minority retention rate of 70% or higher for all bargaining units.

• By 2022-23 have the Minority retention rate equal to non-minority retention at approximately 95%.
Leadership Initiatives

• Provide cultural proficiency training to additional staff.

• Partner with Carroll Community College for Building Supervisors leadership training.

• Developing training series to enhance clerical skills.
Employee Growth

• Partner with Instructional Leadership Team to develop a career ladder program which promotes administrator leadership.

• Generate a minority support program which assist in the development of future minority leaders within all bargaining units.
Questions