

2023-2024

# Somerville Public Schools Personnel Department

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# Vision of the Personnel Department:

**To make Somerville Public Schools the best school district to work for in Massachusetts**

## *Outcomes:*

- Can be highly selective when hiring
- Will have the best possible educators in front of our students
- Students will make greatest possible progress and gains in their learning

# SPS Talent Strategy – A Comprehensive Approach

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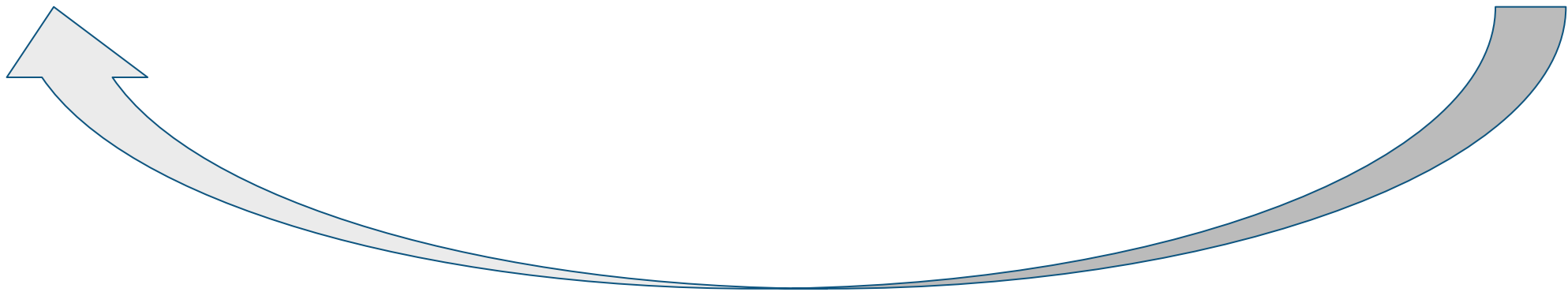
Recruitment ☐

Hiring ☐  
& On-Boarding

Retention ☐  
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Development ☐  
& Support

Advancement  
& Recognition



# Personnel Department Goals

- Recruitment:** To recruit highly skilled, diverse educators and professionals to work with our students/in our departments
- Hiring & On-Boarding:** To make an employee's first experience with SPS smooth, quick, clear, and hassle free
- Retention:** To retain the most effective educators by being attentive and responsive to staff needs and ensuring a positive work experience
- Development:** To develop a culture of continuous learning characterized by high expectations with high support by providing the resources and learning experiences for all so that staff can become the best they can be in their roles
- Advancement & Recognition:** To provide a variety of opportunities and pathways for staff at all levels to advance within the organization and be recognized for their contributions to the district

# SY24 Hiring Snapshot

Administrators (plus 5 internal promotions/rehires)	11
Community Schools	8
Nurse	1
Paraprofessionals	18
School Secretaries	3
Support Staff (Utility Aides, Library Aides, Building Subs, Translators, Community Engagement Specialists, Central Positions)	18
Teachers (plus 15 internal promotions/rehires)	60
<b>TOTAL NEW HIRES SINCE JULY 1, 2023</b>	<b>119</b>

# HIRING

## New Hire Data - Teachers

### Total New Teachers Hired since 7/1/23:

**60**

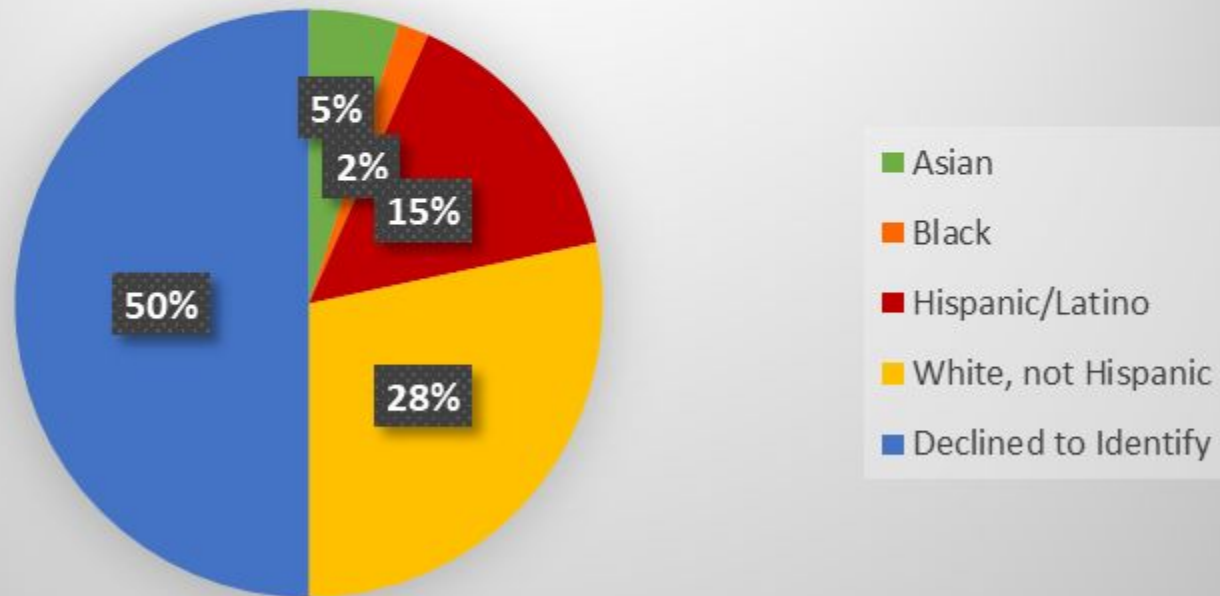
PreK-8:	38	# Hired at Step 1 or 2:	18
Grades 9-12:	22	# Hired above Step 1 or 2:	42
Bachelor's Degree:	8	Average Salary:	\$78,594
Master's Degree:	48		
CAGS:	2		

*\*The term "Teachers" includes All SEU Unit A members  
(teachers, counselors, specialists, instructional coaches, etc.)*

# HIRING

## New Hire Data - Teachers: Race & Ethnicity

**Race & Ethnicity -  
Newly Hired Teachers**

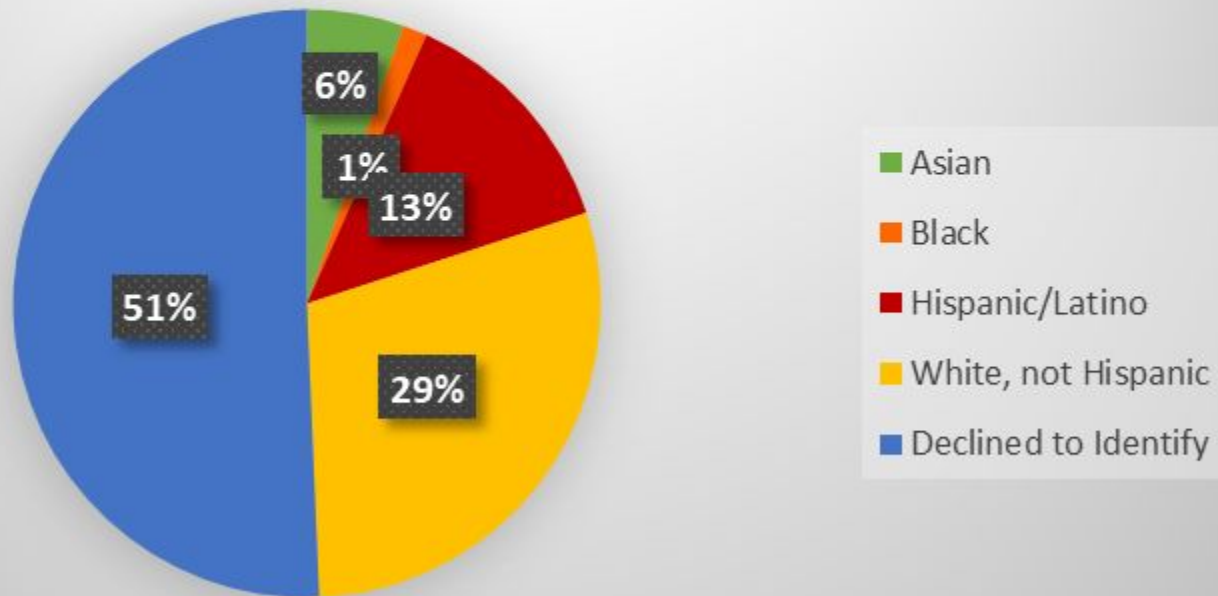


Race & Ethnicity	Number	Percent
Asian	3	5.00%
Black	1	1.67%
Hispanic/Latino	9	15.00%
White, not Hispanic	17	28.33%
Declined to Identify	30	50.00%

# HIRING

## All New Teachers: Race & Ethnicity

**Race & Ethnicity -  
All New Teachers**



Race & Ethnicity	Number	Percent
Asian	4	5.33%
Black	1	1.33%
Hispanic/Latino	10	13.33%
White, not Hispanic	22	29.33%
Declined to Identify	38	50.67%



# HIRING

## New Hire Data - Administrators

### Total New Administrators Hired since 7/1/23:

11

Superintendent:	1
Principals/Assistants:	4
Directors/Assistants:	3
Department Heads:	3

Master's Degree:	6
CAGS:	3
Doctorate:	2

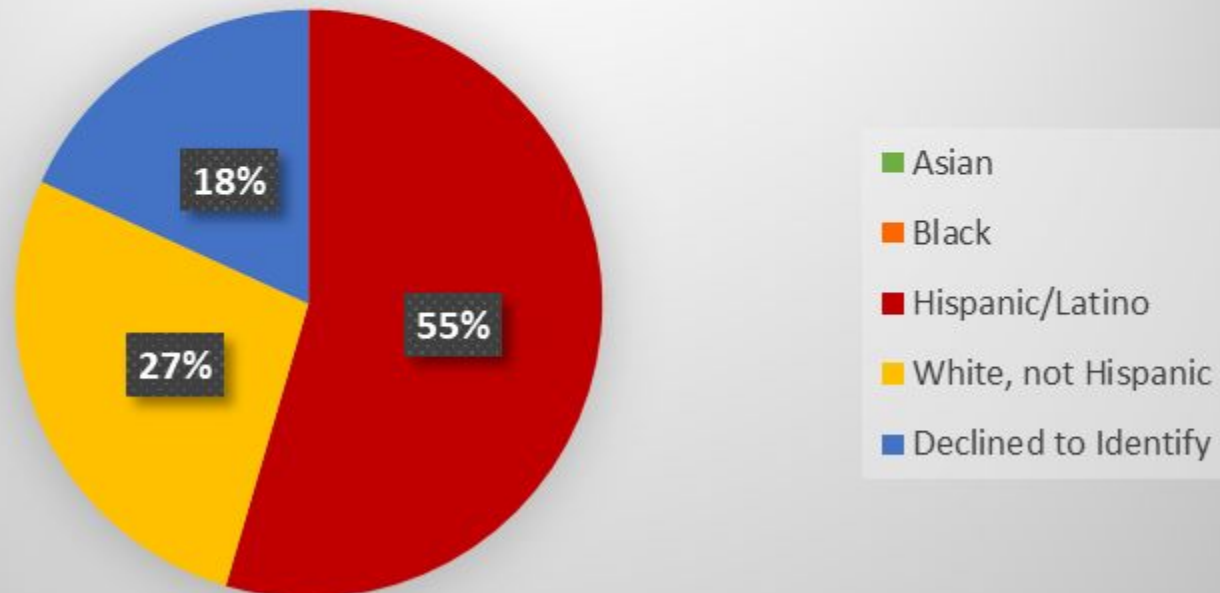
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Average Salary:	\$141,146
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# HIRING

## New Hire Data - Administrators: Race & Ethnicity

**Race & Ethnicity -  
Newly Hired Administrators**

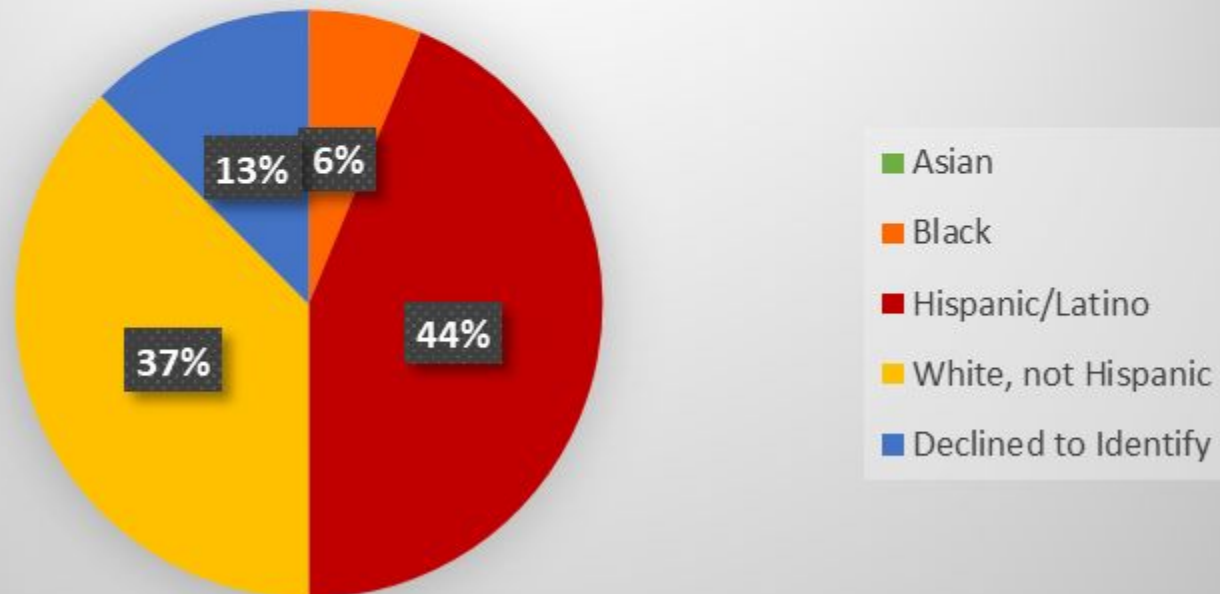


Race & Ethnicity	Number	Percent
Asian	0	0.00%
Black	0	0.00%
Hispanic/Latino	6	54.55%
White, not Hispanic	3	27.27%
Declined to Identify	2	18.18%

# HIRING

## All New Administrators: Race & Ethnicity

**Race and Ethnicity -  
All New Administrators**



Race & Ethnicity	Number	Percent
Asian	0	0.00%
Black	1	6.25%
Hispanic/Latino	7	43.75%
White, not Hispanic	6	37.50%
Declined to Identify	2	12.50%

# Current Vacancies (not including leaves)

<b>Types of Positions</b>	<b>Number of Vacancies</b>
Teachers	12
Paraprofessionals	12
Support Staff: 5 Building Substitutes, 2 Utility Aides, 1 Library Aide	8
SCALE (Almost complete!)	5
Community Schools	7

# Current Vacancies (not including leaves)

## 12 Teacher Vacancies:

- 2 have been filled by a hiring agency
- 8 are special education positions
- 1 bilingual adjustment counselor
- 1 social worker
- 1 CTE teacher
- 1 Spanish teacher

# Current Vacancies (not including leaves)

## 12 Paraprofessional Vacancies:

- 8 have been filled by a hiring agency
- 10 are special education positions
- 1 CTE paraprofessional
- 1 PreK paraprofessional