

2022-2023

Somerville Public Schools  
Human Capital Department

CHRIS GLYNN, INTERIM DIRECTOR OF EDUCATOR DEVELOPMENT

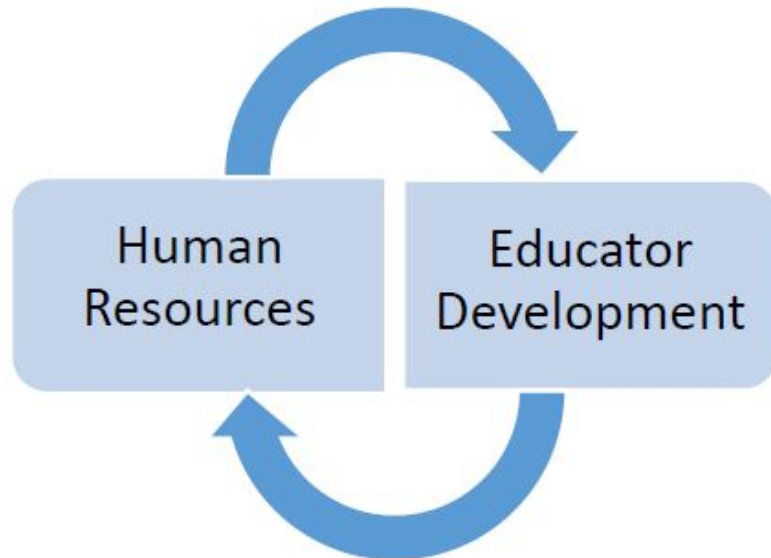
MARIANA MACDONALD, DIRECTOR OF HUMAN RESOURCES

KAREN WOODS, INTERIM CHIEF PERSONNEL OFFICER

# Human Capital Department

## Goals:

- **To recruit and retain a highly effective, diverse staff**
- **Ensure every staff member has a positive experience in SPS, from the moment they interview to the moment they leave**
- **Make SPS the best possible place to work and the envy of all other districts!**



- Focus on the whole educator
- Continue to strengthen our focus on relationships rather than transactions

# Human Capital Strategy – A Comprehensive Approach

Recruitment ☐	Hiring ☐	Development & Support ☐	Advancement & Recognition
Career Fairs	New Hire Data	Professional Development	Educator Leadership Model
Pipeline Development	Mentoring & Induction	Peer Supporters	Administrator Licensure Program Support
		Affinity Groups	

# Human Capital Strategy – Integrated Platforms

**Recruit  
and Hire**

**Perform**



**Records**

Goal: Complete  
implementation and  
integration by 2023

**Professional  
Learning**

# RECRUITMENT

## Pipeline Development - Career Fairs

- Virtual Career Fairs
  - Allows us to participate in and host more career fairs
- Focus on supporting potential candidates in the moment - how can we help them submit an application?
- Follow-up with interested candidates
- Establishing relationships!
- Fall 2022
  - Somerville Community Corporation Job Fair at the Armory
  - The Boston Professional Diversity Career Fair
  - Food Services Job Fair (SPS)
  - New England Regional Job Fair
    - These job fairs resulted in 5 hires!
- Additional Fairs for 2022-2023
  - SPS Career Fair
  - Simmons University Career Fair
  - MA Education Recruiting Center
  - MA Partnership for Diversity in Education



# RECRUITMENT

## Pipeline Development - Student Teachers

### 2022-2023 SPS Student Teachers (59!)

Boston College	4
Boston University	10
Cambridge College	1
Emerson	1
Harvard Graduate School	4
Lesley University	19
MA College of Pharmacy and Health Sciences	1

Merrimack College	1
MGH Institute of Health Professions	1
Northeastern University	3
Salem State University	2
Simmons University	2
Tufts University	7
UMass Amherst	1
UMass Boston	2

# RECRUITMENT

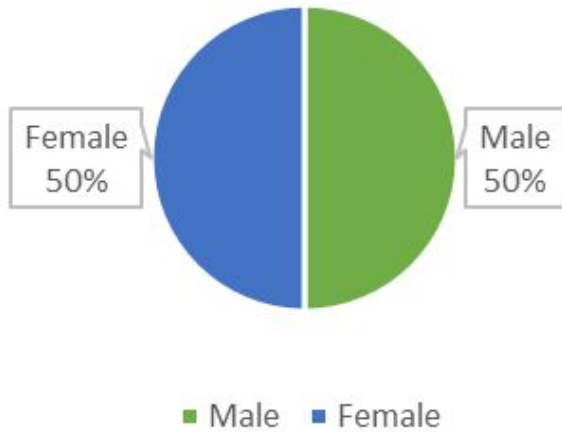
## Pipeline Development - Student Teachers

- Cultivation of relationships with individuals and strategic partners
  - “Thank you so much for your inclusivity and kindness! Working at SHS has been awesome so far.”
  - “All the faculty and students have quickly invited me and welcomed me into their space”
  - “I’m learning a lot!”
  - “Paired with a great supervising practitioner”
  - “Overall, my experience has been incredibly positive with lots of room for learning and growth.”
  - “My mentor is very supportive and the kids are fantastic”

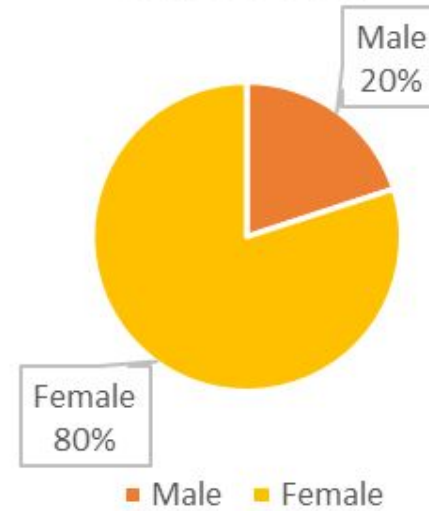
# HIRING

## New Hire Data – Administrators: Gender

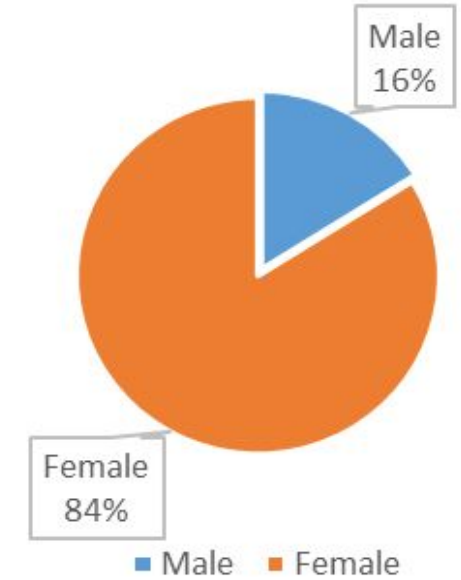
New Administrators for 2020-2021  
School Year



New Administrators for 2021-2022  
School Year



New Administrators for 2022-2023



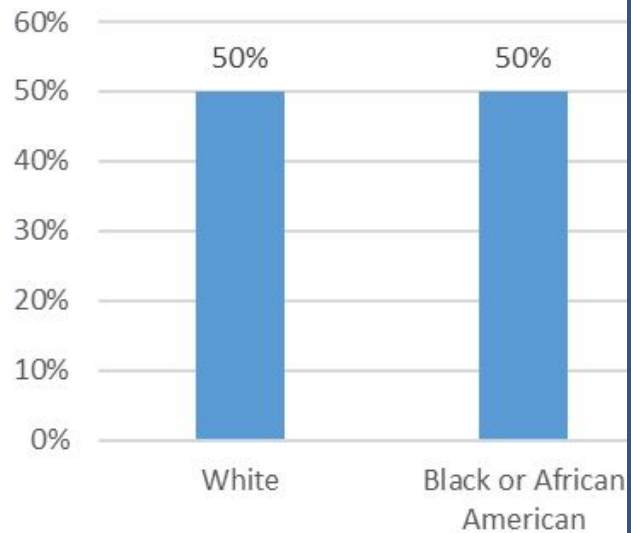
*\*only 4 administrators hired (2 females/2 males)*



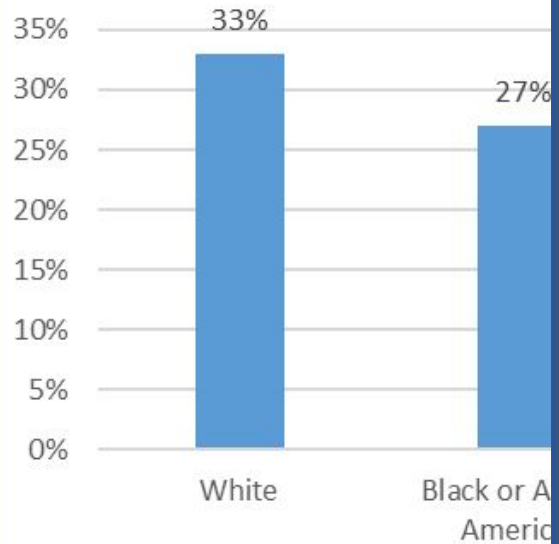
# HIRING

## New Hire Data – Administrators: Race

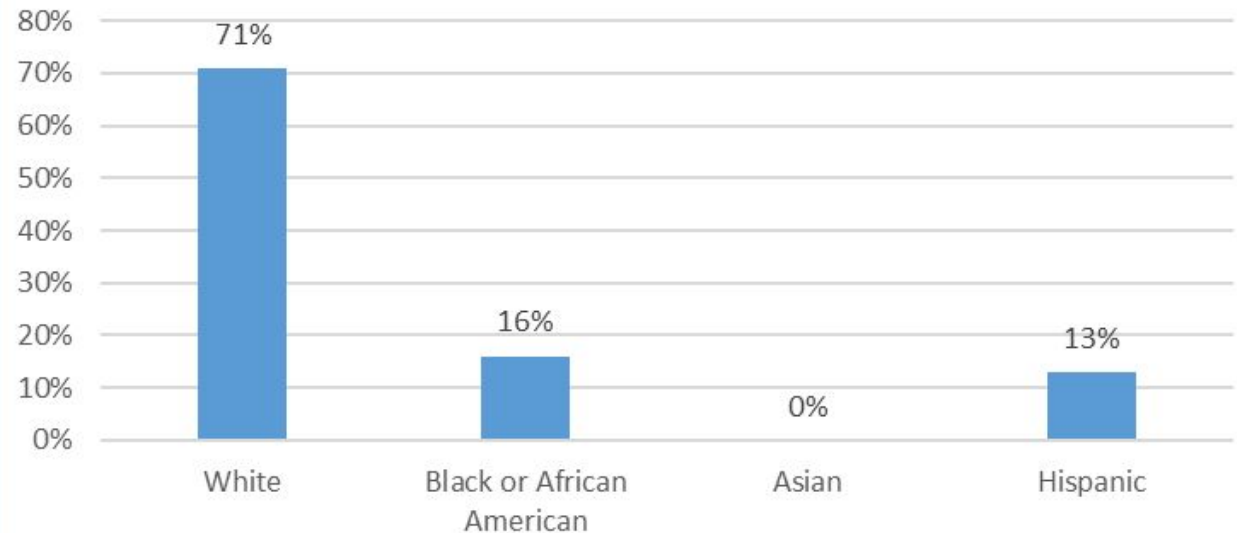
Demographics for New Hires  
for 2020-2021 School Year



Demographics for New Hires  
for 2021-2022 School Year

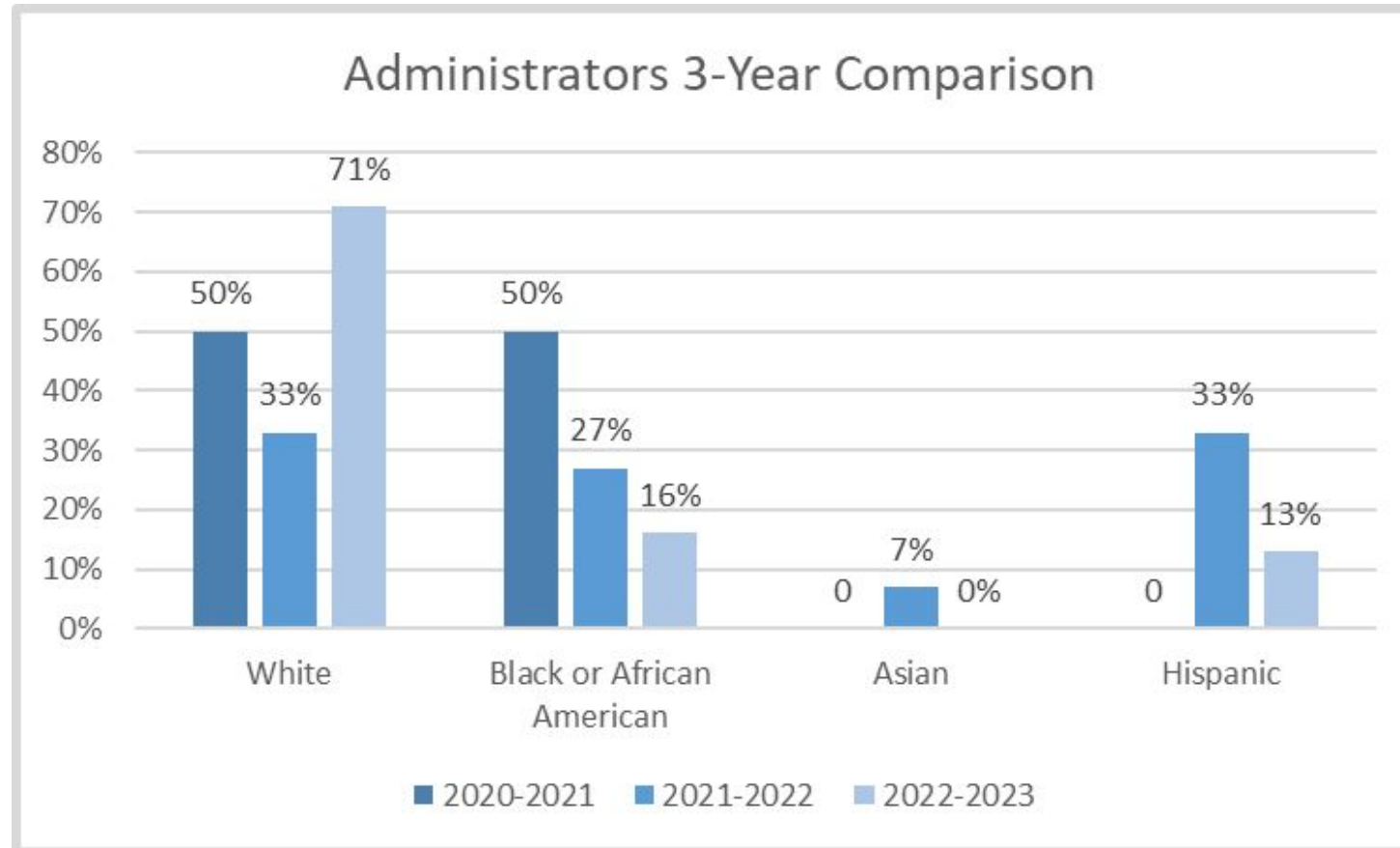


Demographics for New Administrators  
for 2022-2023 School Year



# HIRING

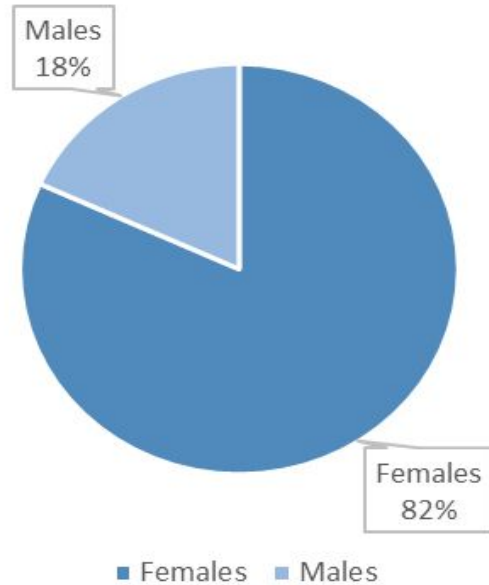
## Three Year Comparison - Administrators



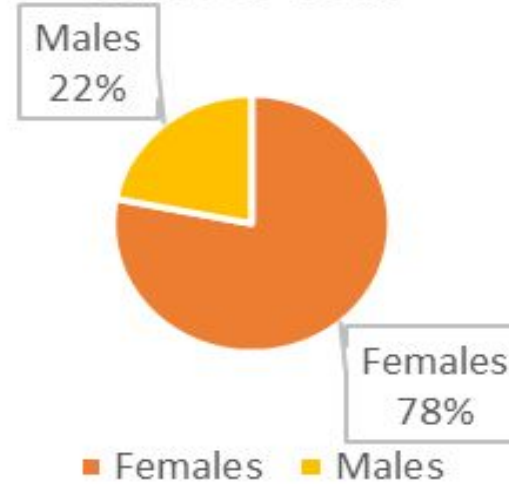
# HIRING

## New Hire Data - Teachers: Gender

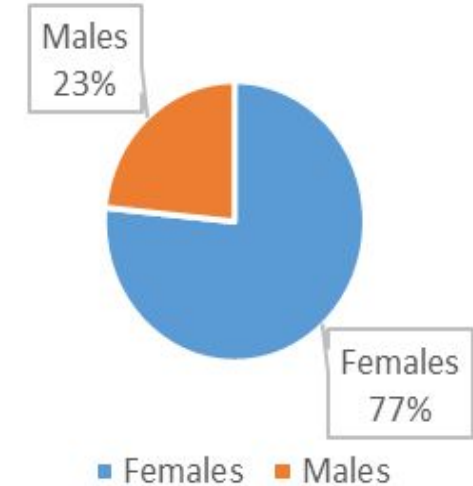
New Teachers for 2020-2022 School Year



New Teachers for 2021-2022 School Year



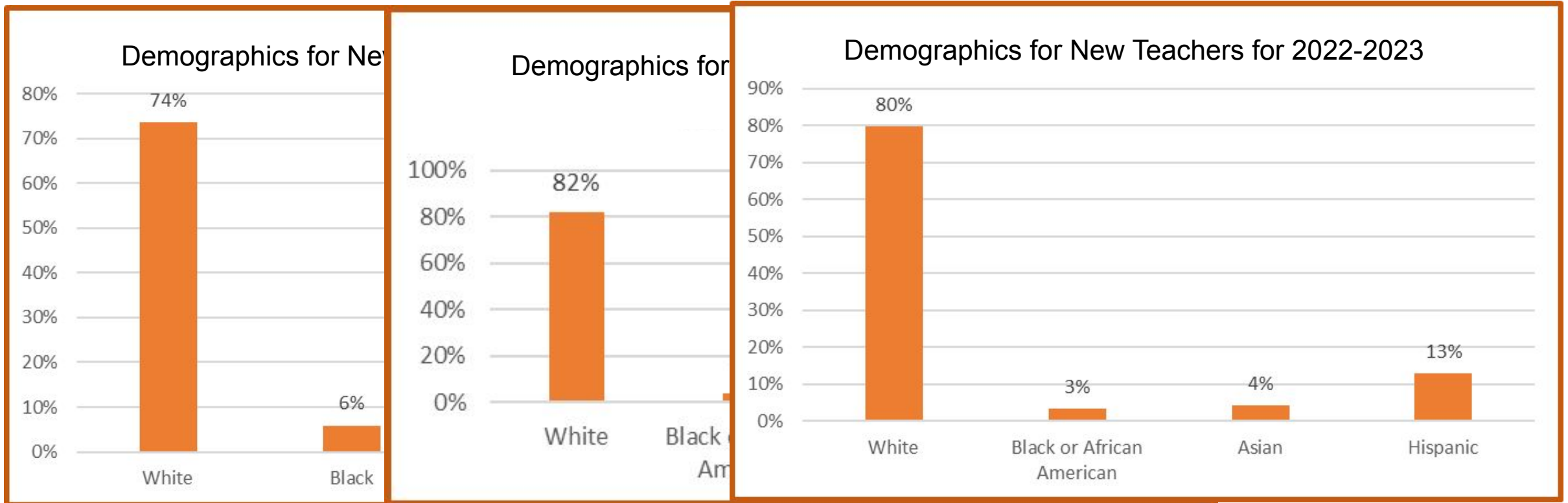
New Teachers for 2022-2023 School Year



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

# HIRING

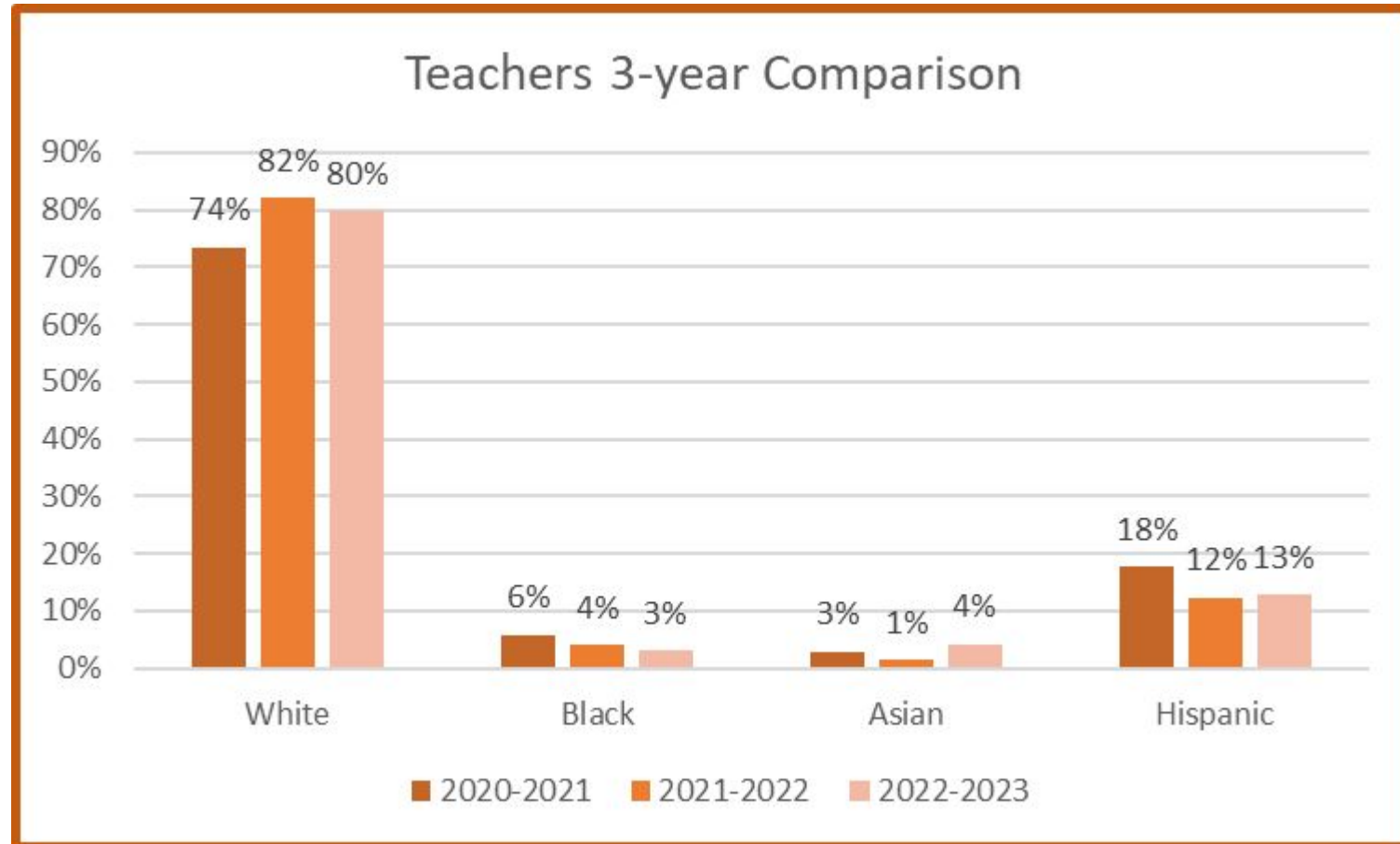
## New Hire Data - Teachers: Race



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

# HIRING

## Three Year Comparison - Teachers

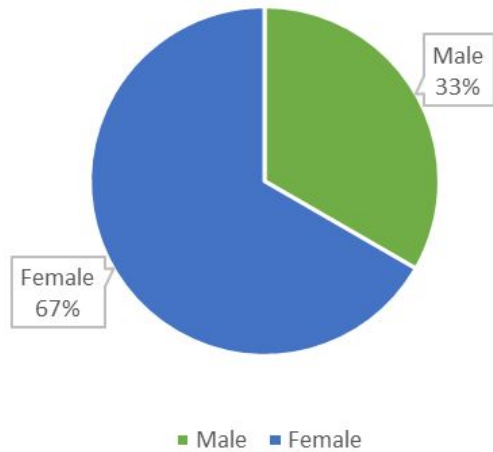




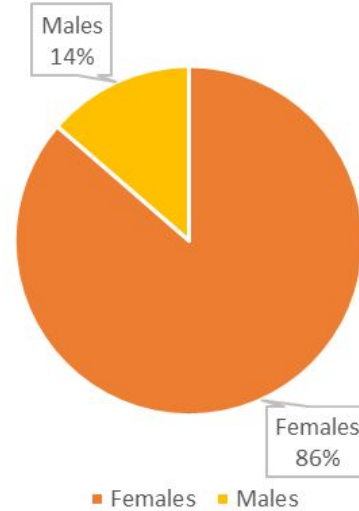
# HIRING

## New Hire Data - Paraprofessionals: Gender

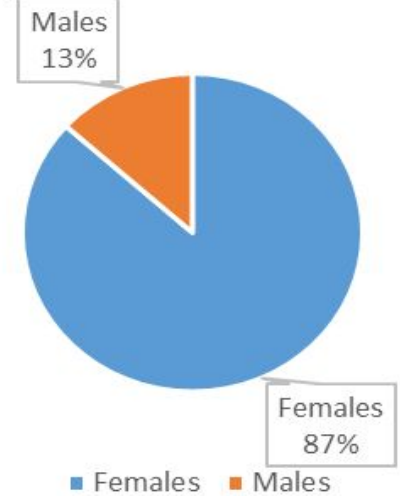
New Paraprofessionals for 2020-2021 School Year



New Paraprofessionals for 2021-2022 School Year

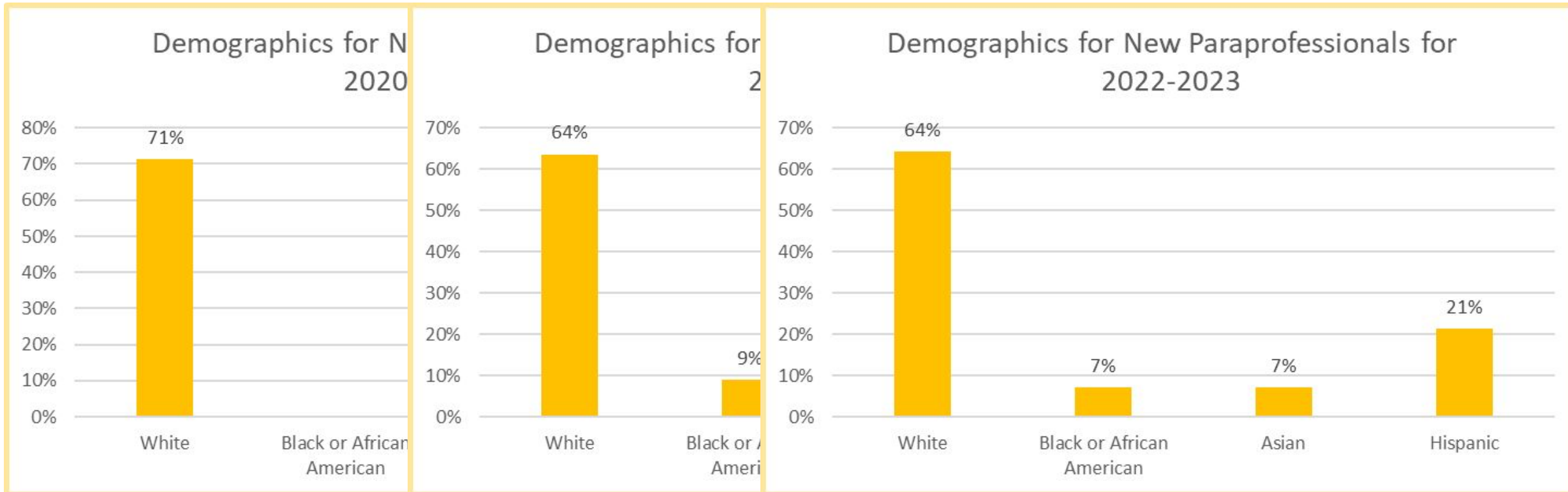


New Paraprofessionals for 2022-2023



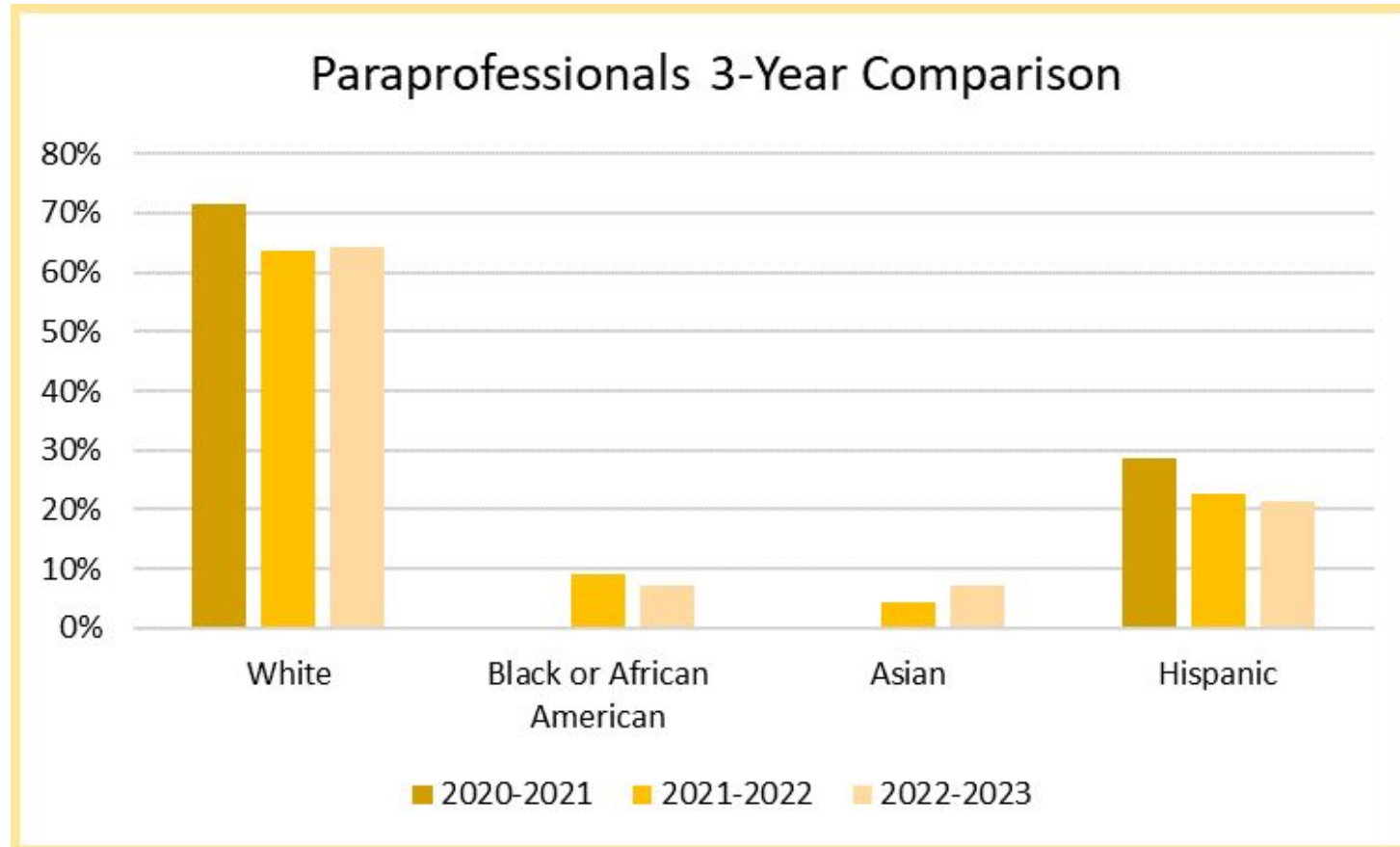
# HIRING

## New Hire Data - Paraprofessionals: Race



# HIRING

## Three Year Comparison - Paraprofessionals



# HIRING

## Teacher Mentoring Program Highlights & Data

- Expanded summer PD options for new educators
- One-to-one mentors for new SPS educators and administrators
- “New Educator PD Series” as a mechanism to onboard new educators in the district
- Addition and expansion of peer observations for new educators and their mentors
- Creation of “Community Conversations” to build a supportive community and troubleshoot issues for new educators
- Exploration of mentor program expansion into 2<sup>nd</sup> year
- Implementation of a mentor and induction program specifically for new SPS administrators

### Year-Over-Year Data for Teachers

	2020-2021	2021-2022	2022-2023
# of New Educator/ Mentor Pairs	33	93	103
% of New Educators who feel they benefited from working with their mentor	3.5 <i>(average out of 4)</i>	3.65 <i>(average out of 4)</i>	TBD
% of Mentors who feel they benefited from working with their mentee	3.63 <i>(average out of 4)</i>	3.59 <i>(average out of 4)</i>	TBD

# HIRING

## Administrator Mentoring Program Highlights & Data

- Implementation of a mentor and induction program specifically for new SPS administrators
- “New Administrator PD Series” as a mechanism to onboard new Administrators in the district
- Use of peer / co-observations with new Administrators and Dir. of Educator Development

### Year-Over-Year Data for Administrators

	2020-21	2021-2022	2022-2023
# of New Administrator / Mentor Pairs	4	16	20

### Testimonials:

- *Just not feeling alone was helpful for me! It's a much-needed space.*
- *I liked the feeling of working with seasoned administrators who have not forgotten how we feel as “newbies” in our roles.*
- *Great leadership and facilitators, thank you for providing us with so much support!*



# New SPS Professional Development Requirements

- All SEU Unit A Educators are required to complete **6 choice PD hours** from the SPS Professional Development catalog, **12 school-based PD hours, 6 department-based PD hours, and 6 hours of embedded PD on district priorities.**
- All SEU Unit C Paraprofessionals are required to complete **6 choice PD hours** from the SPS PD Catalog, PD provided by schools/departments on Wednesday afternoons, or other pre-approved PD activities, and **6 hours of embedded PD on district priorities.**
- Other school staff and SPS partners are welcome to participate in PD provided that there is space.

# DEVELOPMENT & SUPPORT

## Professional Development Data

	2020-2021	2021-2022	2022-23 (Q1 ONLY)
Number of PDs Offered	115	113	43
Number of PDs Conducted	110	92	42
Number of Participating Educators	2140	1453	590
Number of SPS Instructors	42	54	48
Number of Schools	10	10	10



# DEVELOPMENT & SUPPORT

## Professional Development Data - Nov. 2019 Data

	2017-2018 (Year 1)	2018-2019 (Year 2)	2019-2020 (Q1 ONLY)
Number of PDs Offered	35	40	38
Number of PDs Conducted	21	25	36
Number of Participating Educators	304	437	648
Number of SPS Instructors	29	30	44
Number of Schools	10	10	10





# DEVELOPMENT & SUPPORT

## Professional Development Data

Professional Development Evaluation Data	2020-2021	2021-2022	2022-2023 (Q1)
	1040 Responses (Average out of 4)	873 Responses (Average out of 4)	81 Responses (most sessions are still underway) (Average out of 4)
The presenter(s) was knowledgeable about the topic	3.87	3.94	4.00
The presenter(s) was well-prepared	3.87	3.90	3.98
The materials used were high quality and useful	3.77	3.79	3.98
You were able to achieve the stated objectives of the learning opportunity	3.76	3.81	4.00
The information you received will help you improve your work	3.75	3.80	3.98
You are able to implement something new you learned through this opportunity in your work	3.71	3.80	3.95
You would recommend this PD opportunity to others	3.76	3.80	3.98

# DEVELOPMENT & SUPPORT

## Peer Supporter Data

- Expanded support for SPS educators
- Acknowledgement and recognition for educators who support their colleagues
- Regular check-ins to provide support for educators throughout the year, not just at the beginning

	2020-2021 (Covid)	2021-2022	2022-2023
# of Peer Supporter Matches	42	34	16 <i>(and counting)</i>
# of Returning SPS Staff supported	5	9	12
# of New SPS Staff supported	37	25	4



# DEVELOPMENT & SUPPORT

## Staff Wellness Pilot

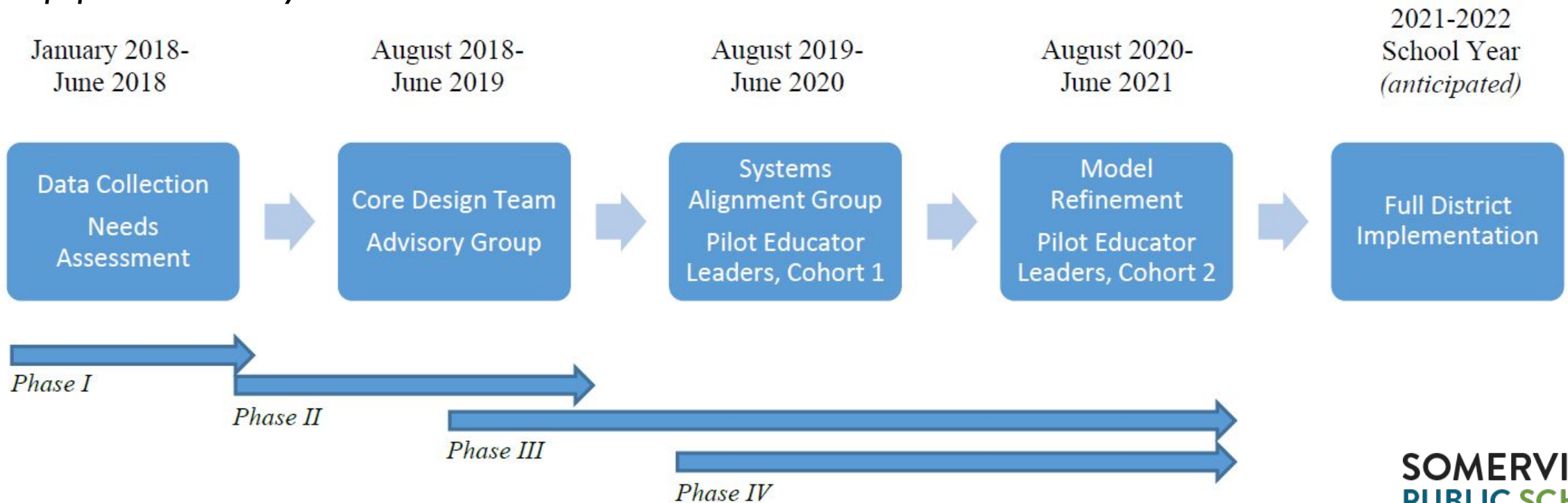
- Focus on the whole educator
- Staff wellness pilot this fall
  - FREE activities for educators to promote well-being, build community, and take care of themselves first so that they can take care of their students
  - Activities offered: Yoga, Hiking, Walking/Running, Basketball, Pickleball
  - Total educators who participated: 40



# ADVANCEMENT

## Educator Leadership Model

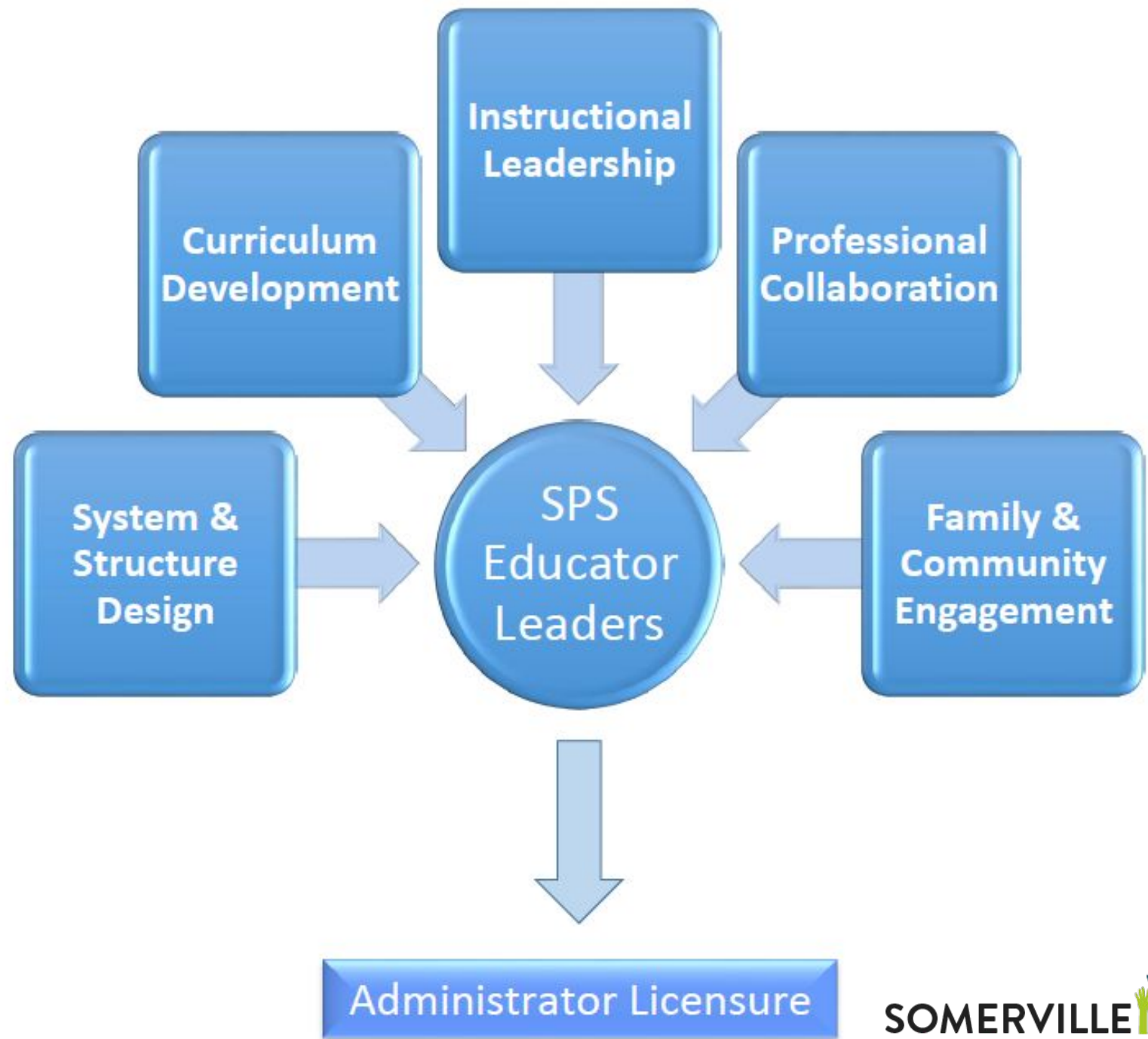
Educator Leadership Development - January 2018-June 2021  
*Supported by the Nellie Mae Education Foundation Grant*







# SPS Educator Leadership Model



# ADVANCEMENT

## Administrator Licensure Support (Pipelines!)



- Competitive and rigorous application process in February-March 2022
- Supporting 5 SPS Educators in their Administrator Programs
  - Perrone-Sizer Institute for Creative Leadership
  - Massachusetts School Administrators Association (MSAA) Leadership Licensure Program

# ADVANCEMENT

## Educator Leadership Model

### **District Instructional Leadership Team**

*Supports continuous learning and improvement across the system while centering educator voice and agency*

#### Roles & Responsibilities:

- Recommend and help inform district goals and priorities with a focus on instruction
- Engage in continuous improvement data cycles with root cause analysis by collaboratively reviewing and analyzing district data (student achievement data, student discipline data, attendance data, survey data, etc.)
- Recommend change practices/solutions (potential leadership roles!) to meet district goals
- Share effective solutions and strategies across the district
- Coordinate educator leaders across the district working toward the same or similar goals
- Purposeful collaboration and two-way communication structure for policies, priority decisions, changes, etc. (School ILTs, Principals, Cabinet)



# RECOGNITION AND CELEBRATIONS



- Celebrating and recognizing our amazing educators
- End-of-year Mentor Program Celebration
- Professional Teacher Status Celebration
- Systematizing other types of recognition in the district

# Human Capital Strategy – A Comprehensive Approach

