

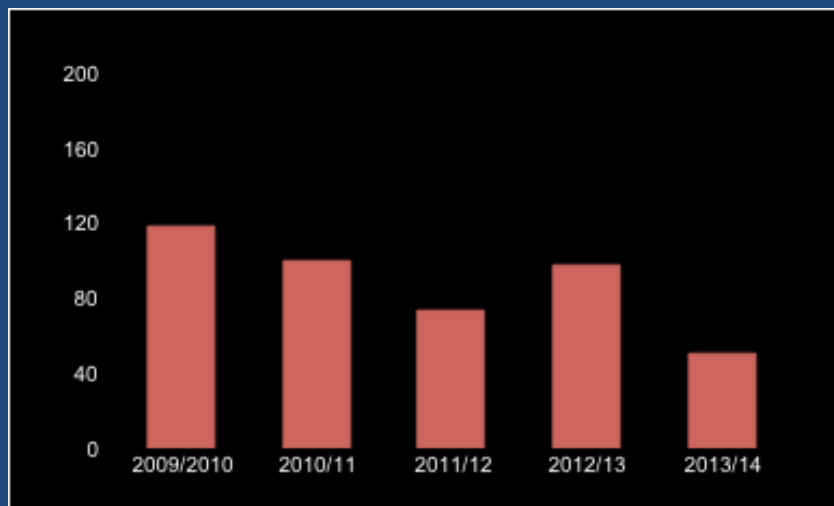


# HR Update

Presented to the Cambridge School Committee  
September 3, 2013

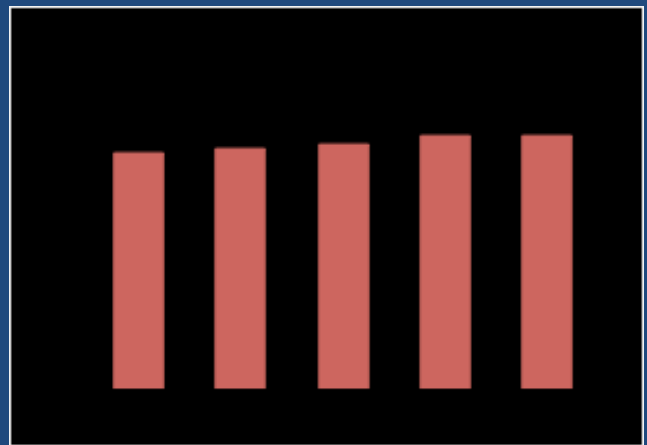
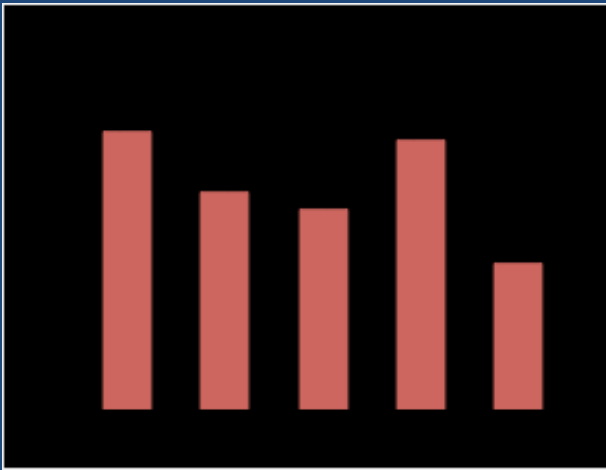
# 2013/14: A Year of Staffing Stability

- All CPS Principals remained in place
- New Leadership in the areas of Curriculum & Instruction and Student Services
- Teacher hiring decreased by nearly 50% compared to the previous school year:



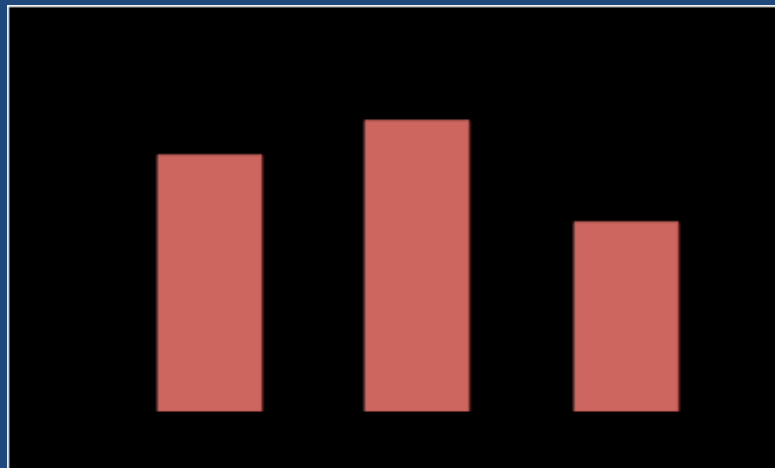
# 2013/14: A Year of Staffing Stability

- The pace of CPS teacher retirements is slowing, as the median retirement age increases:



# 2013/14: A Year of Staffing Stability

- Additionally, teacher attrition for reasons other than retirement has decreased by 34% over the previous school year:

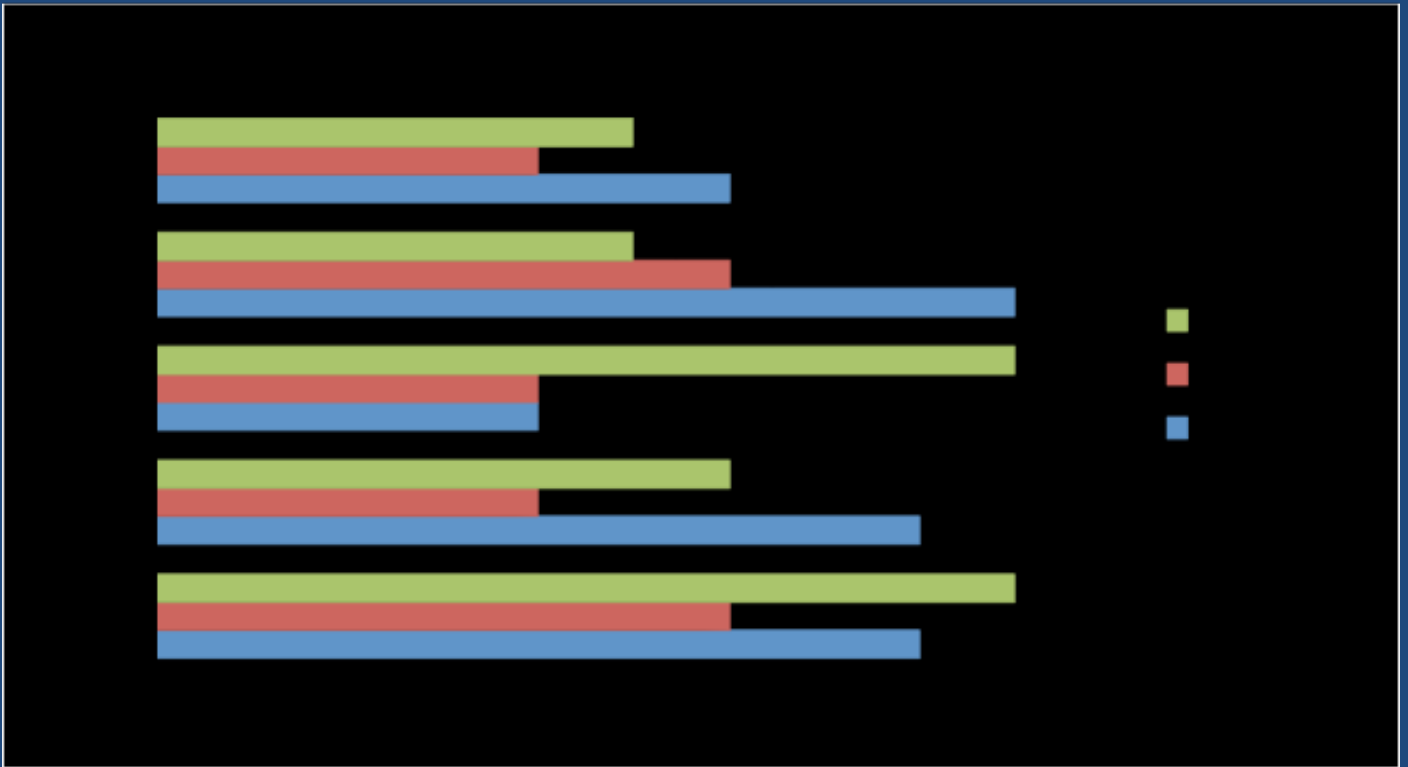




## Performance-Based Attrition

- Goal in evaluating new teachers is to both support them and effectively assess their performance in the first three years to assure that only the strongest teachers are granted professional teacher status.
- Of 503 new teachers hired over the past five years, 93 (18%) were not reappointed based on performance-related considerations.

# Performance-Based Attrition of Non-Professional Status Teachers





## CPS Teachers: A General Profile

- 85% of all Cambridge teachers have a Masters degree. 3% possess a Doctorate degree.
- 97% meet the state definition of being “highly qualified.”
- CPS teachers have an average of 9 years of experience in the district.
- The average age of a CPS teacher is 42.
- 82% of CPS teachers are female; 18% are male



## New Teachers SY 2013/14

- 50 new teachers hired
- 71% possess a Master's degree
- 4% possess a Doctorate degree
- Average previous experience: 6 years
- Average age: 34
- Female: 37    Male: 13



# Teacher of Color Hires By Grade Level



<u>Elementary (JK-5)</u>	Total Hires	No. Diverse Hires	% Diverse Hires
Classroom Teachers	19	3	16%
Specialists	4	1	25%
Special Education	9	1	11%
<u>Upper School (6-8)</u>			
Classroom Teachers	6	1	17%
Specialists	1	0	0%
Special Education	4	0	0%
<u>High School (9-12)</u>			
Classroom Teachers	7	1	14%
Specialists	1	0	0%
Special Education	2	0	0%
<b>TOTAL:</b>	<b>50</b>	<b>7</b>	<b>14%</b>



# Staff Diversity: 3-Year Trend

Improvement in total staff percentages occurred in 3 of 9 EEO-5 employment categories. The three-year staff diversity trend is as follows:

	<u>11/12</u>	<u>12/13</u>	<u>13/14</u>
Officials/Administrators:	25%	25%	25%
Principals/Heads of School:	28%	36%	36%
Assistant Principals/Deans:	52%	58%	58%
Teachers:	19%	19%	19%
Paraprofessionals/ Aides:	30%	28%	31%
Clerks:	15%	17%	21%
Technicians:	34%	34%	38%
Service Workers:	31%	31%	31%
Craft Workers:	10%	10%	10%



## Staffing Overview Summary

- Increased stability among the CPS teaching staff and administrative leadership team
- CPS teachers are well-educated and highly qualified
- Progress in greater diversification among our teaching staff has not occurred over time despite increasing the goal from 25% to 30%.
- The 30% diversity goal has been met in other administrative and support staff categories.



## Educator Evaluation

- New evaluation process implemented last year
- **Four plans:** Developing Educator Plan, 1 and 2 year Self-Directed Growth Plan, Directed Growth Plan
- **Four rating categories:** Exemplary, Proficient, Needs Improvement, Unsatisfactory
- **Five step cycle:** Self-Assessment, Goal Setting, Plan Development, Formative and Summative Evaluations



# Educator Evaluation

- Administrators participated in 12 hours of training on the new process in SY 2012/13:
  - Unpacking the Rubric
  - Self-Assessment
  - S.M.A.R.T. Goals and Educator Plan Development
  - Gathering Evidence
- Additional 6 hours of administrative training in the new TeachPoint system and use of the iPad
- Training extended between August and May as the process rolled out in schools



# Educator Evaluation

- In SY 2013/14, will be focusing on fine-tuning the educator evaluator process for teachers and moving to full implementation for administrators.
- State mandate: 50% of all educators in a district to be evaluated during 2012/13 (the first year of implementation)
- CPS evaluated 68% of educators in the first year
- Phases 2-4 will involve implementation of District-Determined Measures of an educators impact on student learning, and parent and student feedback on educator performance.



## Evaluation, EPIMS and More

- Educator evaluation and other personnel-related data, such as the percentage of highly qualified teachers in each school district, is maintained in DESE's EPIMS database and is publicly available on the DESE website.
- Accessible evaluation information includes number of educators evaluated as well as educator performance ratings at each school and for the district.
- Also coming down the pike is implementation of the new law requiring that all educators be fingerprinted in addition to having CORI checks.

# Policies That Support Retention

- Health & Dental Benefits
- Personal and Family Medical Leave (12 weeks)
- Tuition Reimbursement (\$1500 per year)
- Flexible Spending Accounts (Child/Dependent Care and Medical Expenses)
- Reimbursement for Instructional Materials (\$450 per year)
- Wellness/WorkLife Employee Assistance Program (EAP)