



SEATTLE
PUBLIC
SCHOOLS

Affirmative Action Update

Audit & Finance Committee

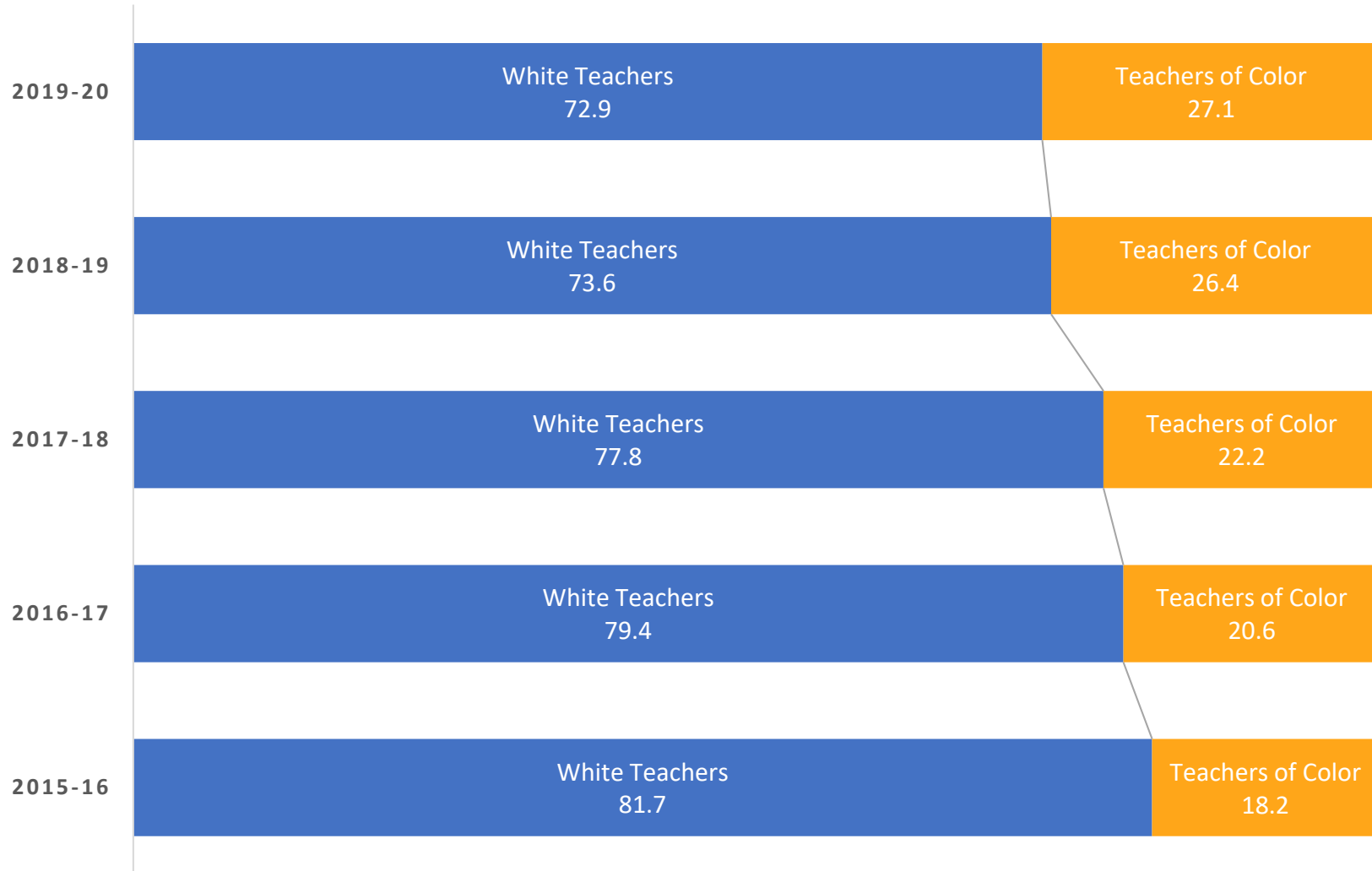
Human Resources | June 8, 2020

Affirmative Action Plan | Context

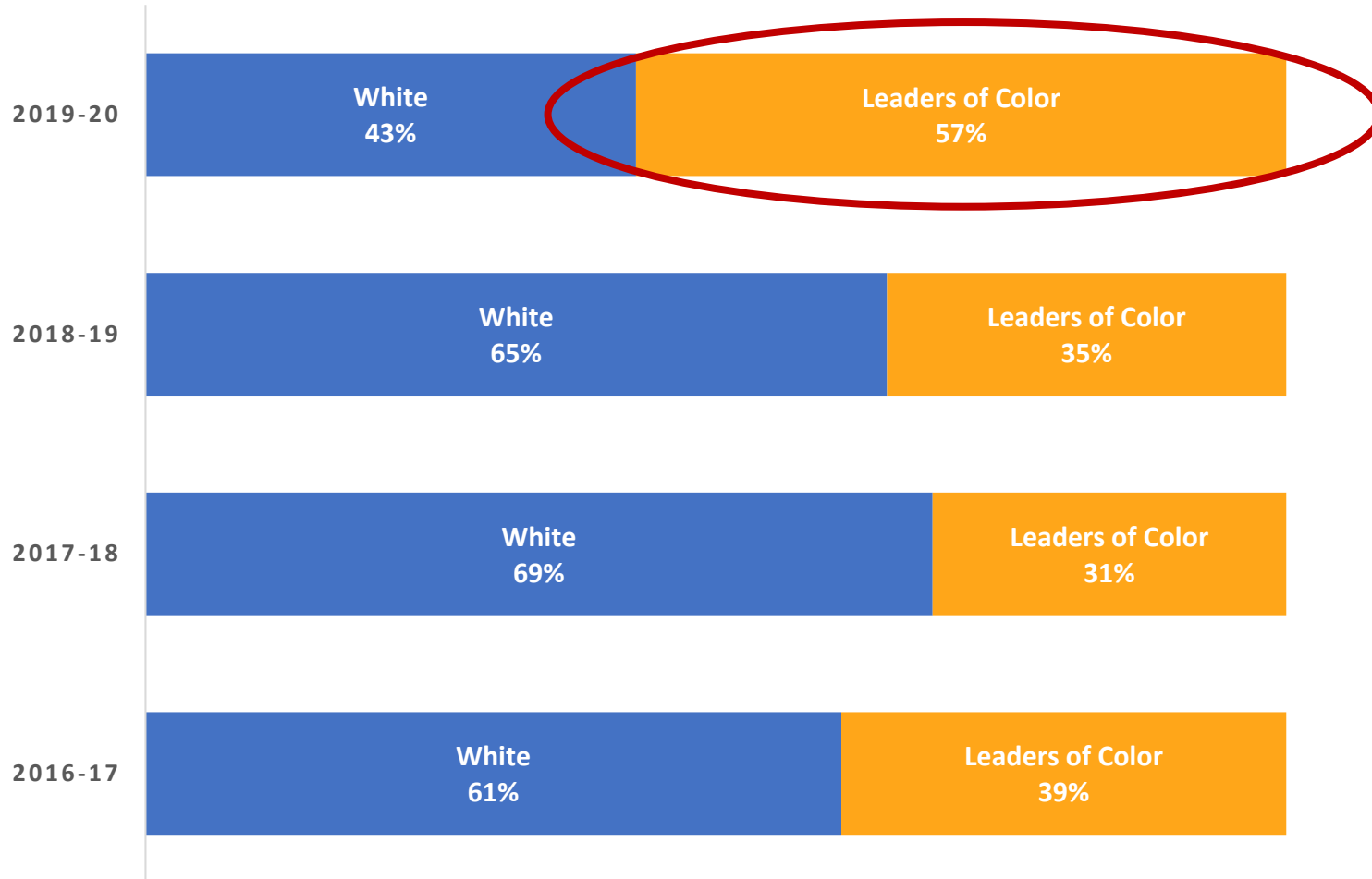
In 2017, Seattle Public Schools developed a new Affirmative Action Plan to advance, monitor, and maintain the SPS Non-Discrimination /Affirmative Action Policy (No. 5010) for the period 2017-2021 and to support the Race and Equity Policy (No. 0030). This report serves as an update to progress on reaching the diversity recruitment/retention goals in the last 12 months.

The data found in this report compares SPS's employment of females and persons of color to the expected availability of those populations based on the King County Labor Market Data (uses 2010 Census data).

New Teacher Recruits | Year to Year Improvements

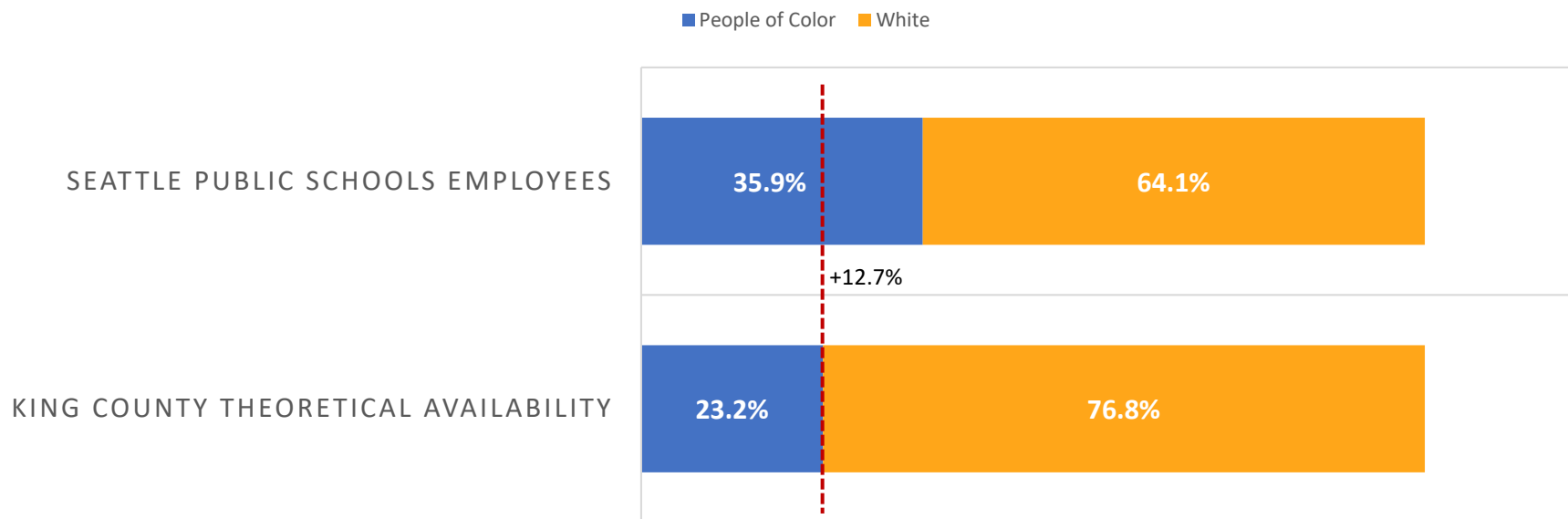


School Leader Recruits | Closely Reflect Student Populations



Key Findings | All SPS Staff

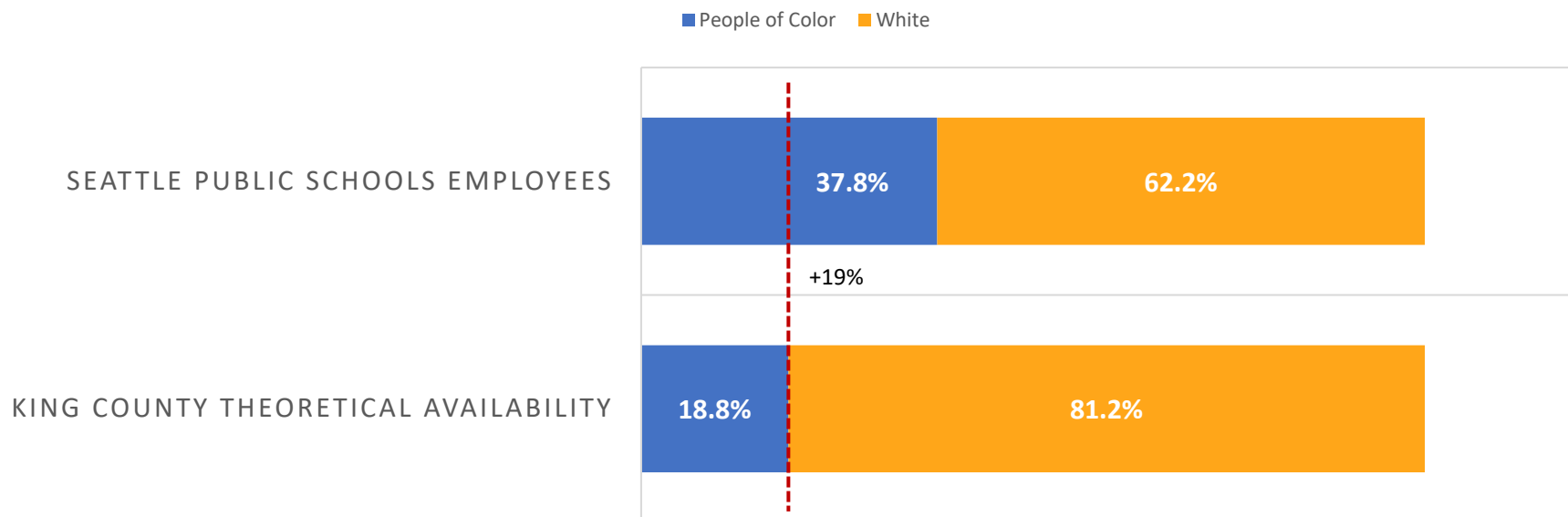
WORKFORCE DIVERSITY: HOW SPS COMPARES (ALL STAFF)



Overall, Seattle Public Schools has an employee population of 35.9% people of color, which is 12.7 percentage points above the expected availability in King County (according to 2010 Census data). The overall percentage of staff of color increased by 2.8 percentage points (33.1% to 35.9%) from last year to this year.

Key Findings | Cert Admin Staff (Principals/APs)

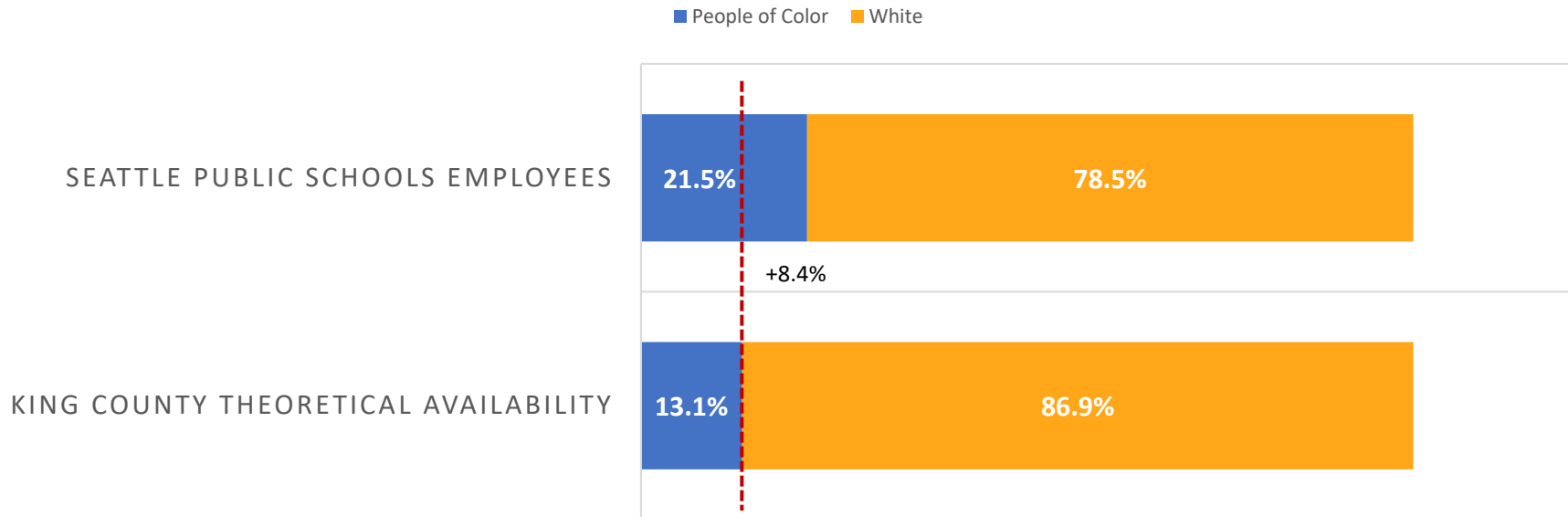
WORKFORCE DIVERSITY: HOW SPS COMPARES (ADMIN CERTS)



Overall, Seattle Public Schools has an admin cert population of 37.8% people of color, which is 19 percentage points above what would be expected in King County, which is an increase of 3.7 percentage points from last year. Additionally, Black or African Americans comprise 22.2% of admin cert roles compared to King County's theoretical availability of 4.3%. This is also an increase of 4.5 percentage points over last year.

Key Findings | Classroom Teachers

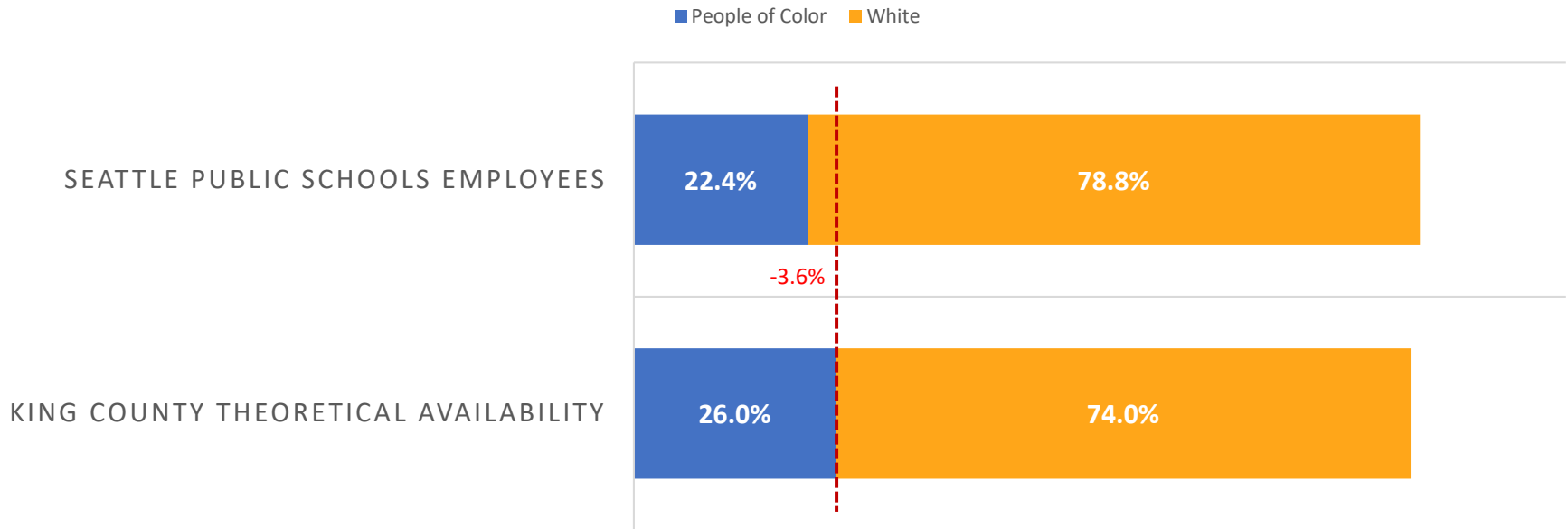
WORKFORCE DIVERSITY: HOW SPS COMPARES (CLASSROOM TEACHERS)



Classroom teachers of color represent 21.5% of SPS's classroom teacher workforce, which is a 2.2 percentage point increase over last year and a 3.3 percentage point increase over 2018 numbers. The theoretical availability of teachers of color is 13.1%, putting SPS at 8.4 percentage points above what would be expected in King County.

Key Findings | Cert Support Staff

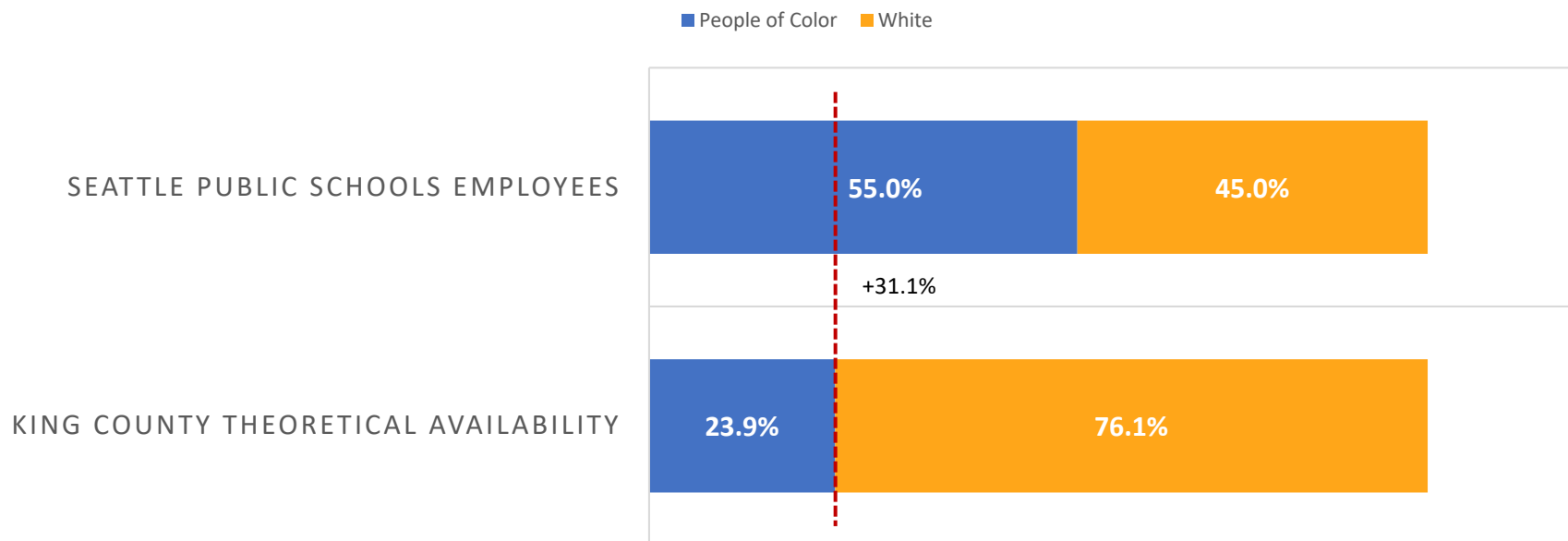
WORKFORCE DIVERSITY: HOW SPS COMPARES (CERT SUPPORT)



Cert Support personnel of color (counselors, nurses, OTs/PTs, social workers, librarians, etc), remain underrepresented in SPS compared to 2010 King County data. This year's data remains unchanged compared to last year.

Key Findings | All Classified Staff

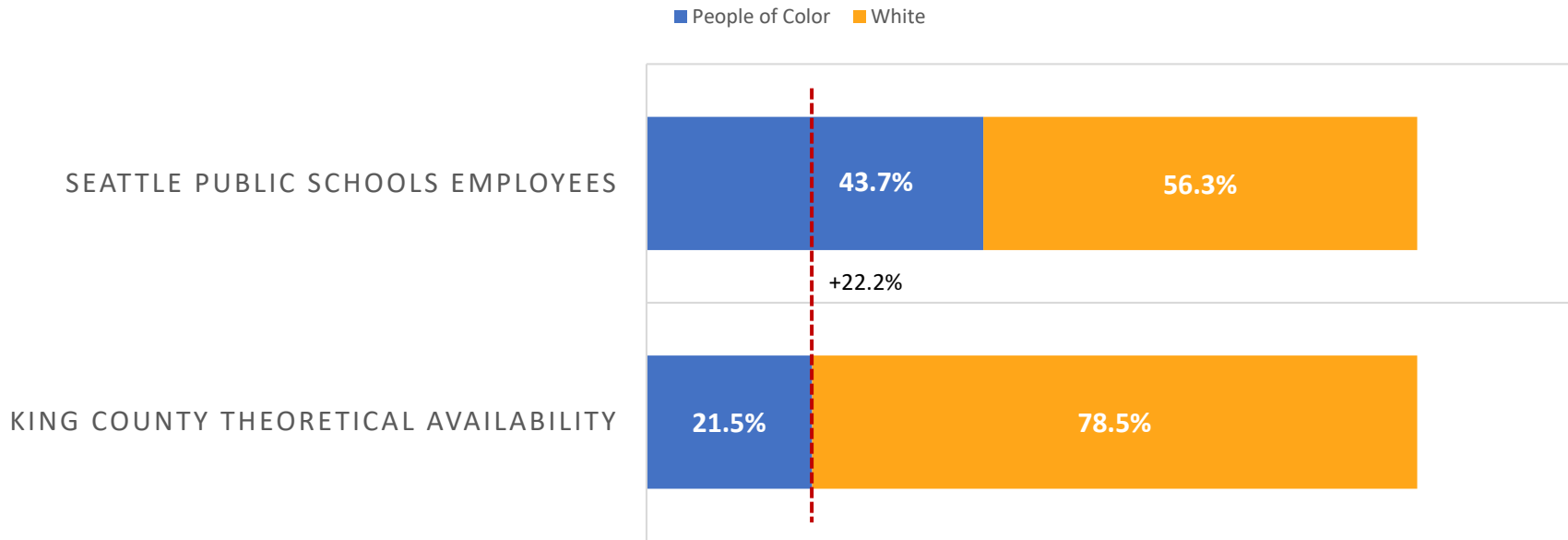
WORKFORCE DIVERSITY: HOW SPS COMPARES (ALL CLASSIFIED STAFF)



SPS's percentage of classified staff of color continues to be far above King County's theoretical availability (+31.1 points), and even increased by 2.9 points over last year. In every job group, SPS is at least 21-37%% above availability, with the highest employment of people of color in custodian, food preparation and security roles.

Key Findings | Classified Professionals

WORKFORCE DIVERSITY: HOW SPS COMPARES (CLASSIFIED PROFESSIONAL STAFF)



For the second year in a row, SPS saw a large increase (+5.9%) in the percentage of employees of color in classified professional roles (mostly central office positions) with 43.7% of roles being filled by employees of color compared to the theoretical availability of King County at 21.5%. The total increase of staff of color in classified professional roles has been 9.4 percentage points over the last two years.

Next Steps | Increasing the Diversity of the SPS Workforce

- The Seattle Excellence Strategic Plan has put the work of the Affirmative Action Plan front and center with the inclusion of Goal 7 (The Diversity of Staff and Leadership will Increase).
- The Goal Leads and workgroup members will continue refining and improving the workplan with input from community, staff, students and Board members.
- Continue successful recruitment and hiring strategies.
- Focus on analyzing retention data and developing strategies for 2020-21 school year.



A photograph of four young children of diverse backgrounds smiling and posing together in what appears to be a classroom. The image is overlaid with a semi-transparent blue filter. The text 'Thank you!' is centered over the children.

Thank you!

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