

WORKFORCE RECRUITMENT

Accomplishment related to Value #1, Indicator #12

As Anne Arundel County's population becomes more diverse, Anne Arundel County Public School is committed to increasing and promoting diversity throughout AACPS. As a result, AACPS continues to focus upon workforce diversity, through dynamic teacher recruitment and retention initiatives.

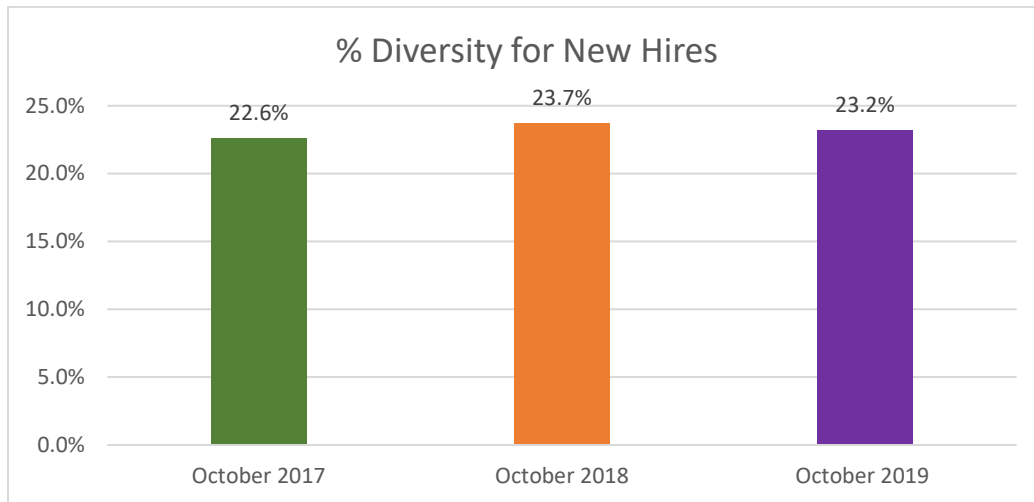


In May 2018, AACPS was selected as the recipient of the James W. Rouse Excellence in Diversity Award in the category of Education Employer in recognition of several of our diversity initiatives. The James W. Rouse Diversity Award is presented annually by the Chesapeake Human Resources Association to a local organization that best exemplifies an attitude and environment of acceptance and inclusion.

Recruitment

- During the 2018-19 school year, AACPS workforce diversity specialists attended 38 college and teacher recruitment events of which 25% were diversity focused job fairs.
- As of October 8, 2018, AACPS hired 679 Unit I employees for teaching positions. Of the new hires, 23.71% were diverse.
- As of October 8, 2019, AACPS hired 872 Unit I employees for teaching positions. Of the new hires, 23.2% were diverse.
- Recruitment efforts have been directed at graduates from Historically Black College & Universities (HBCUs), highly qualified AACPS student teacher interns, and diverse teacher applicants with 850 diverse teacher applicants contacted.

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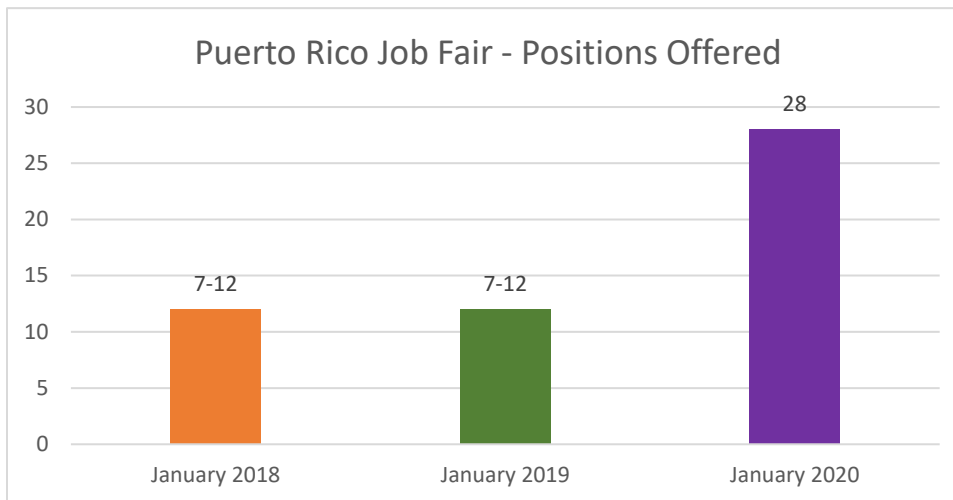
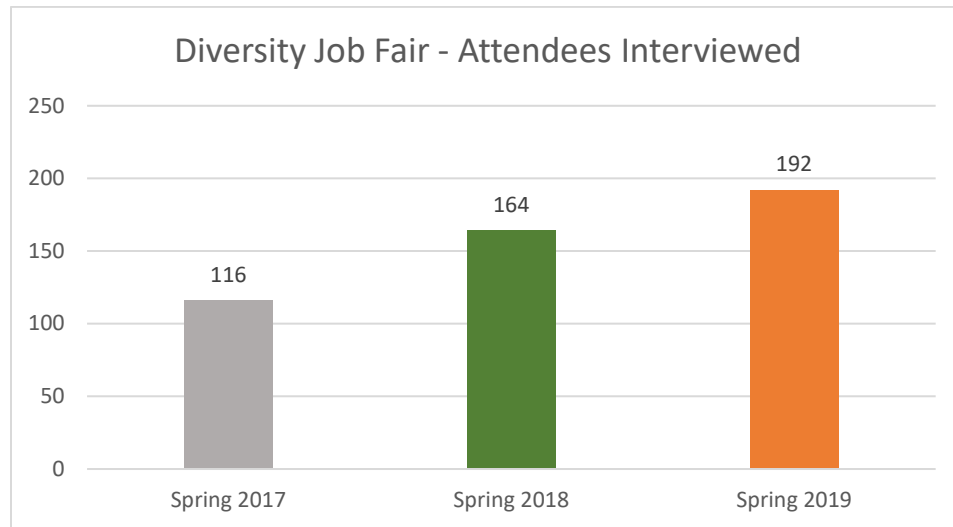


AACPS began hosting an annual Diversity Job Fair in 2010, with over 90% of AACPS school participation for the 2017-18 and 2018-19 school years. The most recent Diversity Job Fair was held on April 6, 2019. Candidates interested in attending the job fair and interviewing with AACPS school representatives must meet one of the following criteria:

- Professionally certified educators from underrepresented racial and ethnic groups
- Male educators professionally certified in elementary or early childhood education
- Candidates with a background or degree in a hard to fill area (i.e. Mathematics, Chemistry, Physics, Technology Education, Special Education, English and Spanish)

Diversity Job Fair Data	# Attendees Interviewed	# New Hires (resulting from job fair interviews)
Spring 2019	192	101 – (26% diverse)
Spring 2018	164	90 (40% diverse)
Spring 2017	116	43

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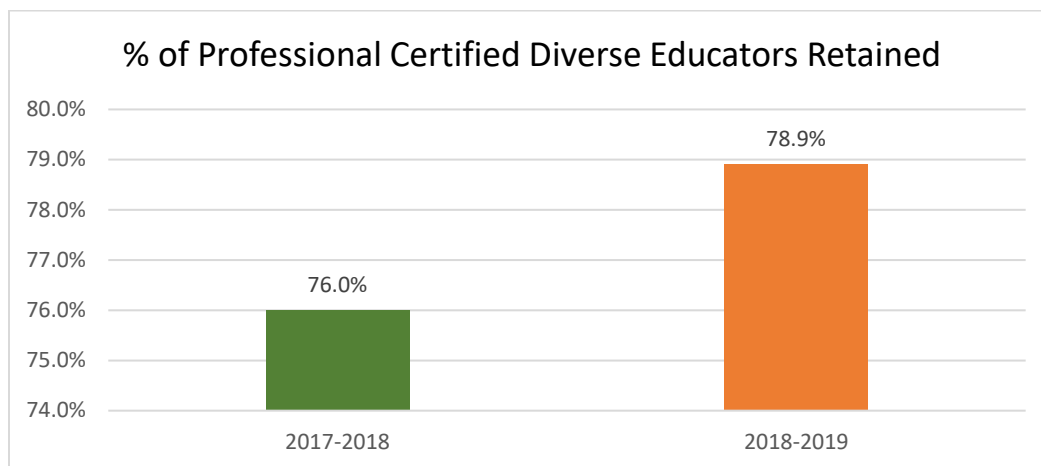


In addition to hosting the annual AACPS Diversity Job Fair held in Severna Park, AACPS has also hosted an annual Teacher Recruitment event in Puerto Rico since 2017. AACPS workforce diversity specialists are also developing relationships with colleges and universities in Puerto Rico. In addition to hosting the annual AACPS Diversity Job Fair held in Severna Park, AACPS workforce diversity specialists are also developing relationships with colleges and universities in Puerto Rico. AACPS has

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hosted an annual Teacher Recruitment event in Puerto Rico since 2017, with 40-50 candidates interviewed and 7-12 offered positions annually. The goal is to increase the number of new hires. In 2019, 90 candidates were interviewed in Puerto Rico and 28 open contracts were extended.

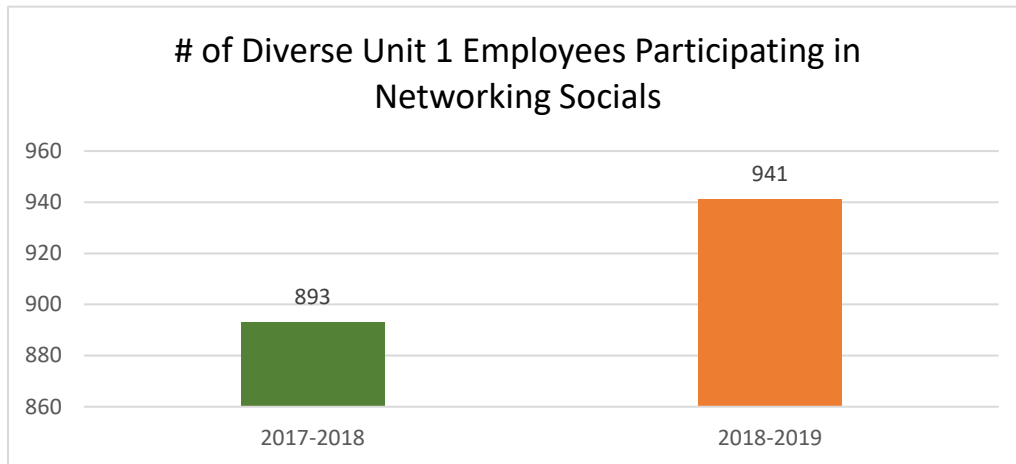
Retention



During the 2017-18 school year, AACPS retained 76% of Professional Certified Diverse Educators. In 2018-2019, this increased to 78.9%. There are several supports in place for newly hired and existing AACPS diverse educators, such as:

- Linking Educators to Ensure Development and Success (LEEDS), which provides support and quarterly workshops/professional development opportunities to help diverse educators to navigate their first year of teaching.
- Right Start Advisors (experienced former classroom teachers) who provide mentoring and instructional coaching for 1st, 2nd and 3rd year teachers.
- School-based Beginning Teacher Liaisons (BTL) who welcome, assist and guide new teachers throughout their first-year teaching experience.
- Networking Socials for Diverse Educators which are held twice during the school year and provide diverse educators with an opportunity to meet and connect with other diverse educators within AACPS.

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