

Part V: Employment Equity

PART V: EMPLOYMENT EQUITY

- A. Complete the following chart for administrative and instructional positions in the school district. Enter the number and percent for each race/ethnicity and gender. Count each person only once under one category.

District: Sarasota		2021-22 District Administrative and Faculty Positions											
Administrative Positions	Total	Black		Hispanic		White		Other		Female		Male	
Student Demographics	37527	2953	7.9%	8232	21.9%	22755	60.6%	3587	9.6%	18273	48.7%	19254	51.3%
District-Level Administrators	147	17	11.6%	9	6.1%	119	81.0%	2	1.4%	80	54.4%	67	45.6%
Principals	39	5	12.8%	0	0.0%	33	84.6%	1	2.6%	22	56.4%	17	43.6%
Asst. Principals	79	4	5.1%	6	7.6%	68	86.1%	1	1.3%	52	65.8%	27	34.2%
Teachers	2856	93	3.3%	161	5.6%	2551	89.3%	51	1.8%	2288	80.1%	568	19.9%
Guidance Counselors	92	6	6.5%	3	3.3%	82	89.1%	1	1.1%	84	91.3%	8	8.7%

- B. Review the employment data to identify any racial/ethnic or gender underrepresentation in administrative and faculty positions.

District Level Administrators: The total number of district level administrators increased from N= 126 in 2020-21 to N=147 in 2021-22.

- The total number of Black district level administrators increased from N=12 in 2020-21 to N=17 in 2021-22.
- The total number of Hispanic district level administrators increased from N=2 in 2020-2021 to N = 9 in 2021-22.
- The total number of male district level administrators increased from N=63 in 2020-21 to N=67 in 2021-22.
- The total number of female district level administrators increased from N= 63 in 2020-21 to N = 80 in 2021-22.

Principals: The total number of principals remained the same, N=39, in 2020-21 and 2021-22.

- The total number of Black principals decreased slightly from a total of 7 in 2020-21 to 5 in 2021-22 – due to assignment changes.
- The total number of Hispanic principals remained the same N=0 in 2020-21 and 2021-22.
- The total number of male principals remained the same N = 17 in 2020-21 and 2021-22.

Assistant Principals: The total number of assistant principals increased from N=70 in 2020-21 to N=79 in 2021-22.

- The total number of Black assistant principals increased from N=3, in 2020-2021 to N = 4 in 2021-22.
- The total number of Hispanic assistant principals increased from N=2 in 2020-21 to N = 6 in 2021-22.
- The total number of male assistant principals increased from N=21 in 2020-2021 to N=27 in 2021-22.

Teachers: The total number of teachers increased from N=2833 in 2020-2021 to N=2856 in 2021-22.

- The total number of Black teachers increased from N=83 in 2020-2021 to N=93 in 2021-22.
- The total number of Hispanic teachers increased from N=104 in 2020-21 to N=161 in 2021-22.
- The total number of male teachers increased from N=566 in 2020-21 to N=568 in 2021-22.

Guidance Counselors: The total number of guidance counselors increased slightly from N=88 in 2020-2021 to N=92 in 2021-22.

- The total number of Black guidance counselors decreased from N=9 in 2020-21 to N=6 in 2021-22.
- The total number of Hispanic guidance counselors increased N=2 in 2020-21 to N=3 in 2021-22.
- The total number of Male guidance counselors decreased from N=9 in 2020-21 to N=8 in 2021-22.

- C. Identify specific methods and strategies used to address any racial/ethnic or gender underrepresentation in administrative, instructional and guidance positions.

Recruitment Team Current/Past Efforts

HBCUs/HSIs:

We have placed a greater focus on Historically Black Colleges/Universities and Hispanic Serving Institutions

- Alabama A&M University 2/6/2020
- Central State University 3/10/21
- West Virginia State University 3/11/21
- Maryland Eastern Shore University 3/23/21
- FIU Virtual Career Fair 9/28/21
- FAMU Career Fair 9/29/21
- FAU Virtual Career Fair 10/5/21
- Alabama State University Education Fair 11/29/21
- FAMU Education, Art & Humanities, and Social Sciences Fair 3/9/22
- FAU Virtual Career Expo 3/31/22
- FIU All Majors Virtual Career Fair 4/5/22

National Minority Update:

Quarterly publication and online recruitment resource that focuses on employment and education in the minority community

- We have placed an ad on their website for two years in a row

Emerging Educator:

The districts Grow Your Own program in partnership with the Barancik Foundation to increase teacher pool/build teacher pipeline

- Focus of cohort 1-get the program up and running
- Focus of cohort 2-increase diversity in members; 20 POC, 8 males (out of 32)
- Focus of cohort 3-addition of new initiatives

Florida Fund for Minority Teachers:

Program related to the Minority Teacher Education Scholarship for minority students in teacher

education programs. Host an annual symposium featuring a recruitment fair which we make a point to attend each year.

- Highest attended event in 2021 (~50 students) over the last year, excluding the virtual job fair that we host annually

NEMNET:

Stands for National Employment Minority Network. National organization that assists schools in the recruitment and retention of diverse teachers. Attended a workshop they hosted in Miami.

Diversity in Ed:

Minority-owned business that connects teachers of color with schools committed to recruiting a diverse workforce

- Virtual job fair-attended in spring of 2021
- Job board-opportunity to post jobs at the following price points; \$95 for one 30-day posting, \$125 for one 60-day posting, \$499 for 90 days of unlimited postings

Local High Schools:

Working with high schools to promote employment opportunities in the school district

- Venice High School- participated in their career fair on 3/11/22
- North Porth High School-registered to participate in their career fair for graduating seniors on 4/11/22.
- Sarasota High School-scheduled to participate in their career fair on 4/13
- Booker High School- scheduled to speak to graduating seniors on 4/25
- Riverview High School- scheduled to speak to juniors/seniors on 4/27

Local Universities:

We are looking for opportunities to work with local colleges/universities in a greater capacity than just the recruitment events we attend

- Call Me Mister at USF-Goal is to increase the number of male teachers of color in elementary schools

Delta Sigma Theta Sorority:

Working with the local Sarasota/Bradenton Alumnae Chapter to explore potential relationship with district recruitment

- Presented opportunities in education to the Delta GEMS (mentees from local high schools) on 4/10

Efforts in progress

- Developing data dashboard with Urban Schools Human Capital Academy (USHCA)
- Increase diversity recruitment efforts
 - Revitalization of Cultural Diversity Enrichment Association (CDEA) to promote recruitment and retention of diverse staff
 - Work with other local organizations to share opportunities in education with their mentees
- Speaking with agencies to explore hiring international teachers with J1/H1B visa

Future Ideas

Focus Group:

- We intend to put together a small focus group consisting of teachers and administrators of color from across the county/district. We would like to have discussions of what we could improve on and hear ideas
- Post on other diversity job boards
- Place ads on other websites*
- Recruit bilingual teacher and Spanish speakers
- *use suggestions from NEMNET handout