DISTRIBUTION ACCOUNTABILITY ADVISORY COMMITTEE

December 14, 2020
6:00 – 7:30 PM
Virtual Meeting held via Zoom due to COVID-19

Minutes

I. 6:00 Welcome and Introductions

The following individuals were present:
Presenters: Damon Smith
Members: Lori Stack, DJ Loerzel, Mardi Boin, Ilena Agustin, Michelle Torgrimson,
Valerie Richmond, Bridget Allison, Omar Montgomery, Billie Day
Visitors: Anne Keke, Ben ?, Tarro McCray

II. 6:05 HR Director Damon Smith
Staffing update - focus on teaching staff - talent acquisition and talent retention

Employees-
- Licensed: 2838, Classified: 2054, Admin/PT: 461, Non Contracted: 898
- 78% female, 22% male
- 16.5 % of color in 2015, now closer to 20%

Human Capital Pillars - Talent acquisition, Talent development, Talent utilization, supported by APS Organizational Structure
*Oracle is the primary system - some of this doesn't make sense anymore so we are changing business infrastructure.
Within human capital, 3 metrics:
- Teacher Retention is improving. Up to 89%
- Licensed vacancies filled by July 1 80%
- Licensed vacancies filled by Aug 1 - 98.96% this year

Great improvements in these 3 metrics

Licensed Vacancies 1% of positions not filled - mostly SPED. Mostly last-minute people leaving.

Level Setting Definitions:
- Retention - employees that stay in the district from one year to the next
- Strategic Retention- keeping top performers and removing weakest performers
- Attrition (Leavers)- rate at which employees leave the district
• Migration (Movers)- rate at which employees move to jobs in other schools/offices within the district
• Turnover- includes both attrition and migration

Turnover is expensive (PEBC is working with the district around this). Trending in a positive direction for the last 4 years.
Retention - white vs. teachers of color - want to increase retention of teachers of color.
School-level teacher retention: some schools are showing growth in retention.
Schools that set goals for retention were successful.
Most teachers leave because of contract non-renewal.

**Why Retention is Important:**
• Top educators produce stronger gains for students
• More effective teachers available to hire
• Turnover is expensive ($1-2 billion/year nationally in attrition costs)

**Goal:** Annually, schools will increase their teacher retention rate

**Retention Activities:**
• Retention rates are shared with schools. (2019-20=89.66%)
Schools are worked with to create support strategies for retention.
  • Retention Focus Groups
  • Exit surveys are delivered.
  • Analysis of attrition rates and reasons disaggregated by race/ethnicity and location
  • Recommendations from APS Promise54 workgroup
  • Supervisors’ Toolkit - human capital protocols on website

If people choose to leave they usually decide in October/November. Supervisors need to let people know their value early on.

**Licensed New Hires- Diversity**
New Hires - 24% of color - 80% of our students are students of color.

**Licensed Employees**
Our teachers in terms of overall years of experience: 7-15 years experience.
These tend to be the most effective.

**Talent acquisition plan**
• Supporting principals
• Planned 2021 Recruitment Activities- hope to host job fair this spring
• Explore Grow-Your-Own partnerships
  Look at our own staff - who might not be in a teaching position, but would like to
• Supervisors’ Toolkit (website)
• Align talent acquisition activities with APS Promise54 workgroup

Last spring we engaged with Promise 54 - focus on work around diversity, equity and inclusion. Reviewing goals around this and will develop action plans

A few apartments in the area have been willing to support APS educator incentives.
DAAC Questions:

Why do you believe the number of teachers of color is 22%?

Damon: 1) Nationally, the overall percentage of teachers of color is very disproportionate. Nationally: 87% white 13% of color. At present, we haven’t seen a large number of people of color want to go into education. 2) If we bring them in, ask them to be the dean, then we are not supporting them. We need to be more thoughtful about how we are training, supporting, teachers of color. 3) We haven’t done a great job in making this a priority - actionable with our principals. Do we have bias within the school structures?

Retention rate of administrators: can provide to us through Lori

Omar: Reasons why people’s contracts are not renewed. Are there common themes in “other”? Non-renewals: decisions made by management. Attrition: there is a population where equity is an issue - school culture, climate of the school.

What’s being done around support for teachers of color? Likely will see mentorships. How do we better define and operationalize equity, diversity, inclusion? How do we recognize when it’s not happening, how do we call it out?

Other:
Lori sent out Blueprint update information.

Next meeting topic: Mental Health

III. Meeting Adjourned - 7:04