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**Boston Public Schools Recruitment Update
Submitted to Boston School Committee: March 13, 2001**

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1. Our BPS 2000-2001 Recruitment Calendar includes interviews at 35 colleges and universities, 18 career fairs, 10 informational sessions, and recruitment booths at 5 national conferences.
2. Our initial Boston Public Schools Teacher Recruitment Fair was held on January 27, 2001 at Emmanuel College, co-sponsored by the Boston Teachers Union, the Emmanuel College and the Massachusetts Department of Education. The target population for this day was candidates in the critical needs areas of mathematics, science, bilingual education, and special education, with a specific focus on non-traditional candidates in mathematics and science. 257 candidates were interviewed by 63 BPS administrators.
3. We had a very successful fourth annual Paraprofessional and Substitute Recruitment Fair at the BTU on February 10, 2001. 153 candidates, including student teachers and candidates who could not make the January 27 fair, were interviewed by 42 BPS administrators.
4. Ed Joyce, our secondary mathematics director, observed and interviewed a number of outstanding mathematics and science teachers in the Philippines from February 11 - 21. Upon his recommendation, we have extended letters of commitments to 9 Philippine teachers. This recruitment trip was at no cost to the district.
5. Interview data, as of March 10:
 - We have interviewed a total of 1129 candidates to date
 - Included in this total, we have interviewed:
 - 34 bilingual candidates
 - 131 special education candidates
 - 114 mathematics candidates
 - 136 science candidates
 - 260 candidates of color
 - 261 BPS student teachers (every student teacher interviewed)
 - 71 letters of commitment have been extended to date, including 8 mathematics, 20 science, 8 special education, and 10 bilingual candidates. 42 of these letters of commitment have gone to candidates of color.
6. Our third BPS Teacher Recruitment Fair was held on March 3, 2001 at the Harvard Graduation School of Education, co-sponsored by the Boston Teachers Union, the Harvard Graduate School of Education and the Massachusetts Department of Education. The focus of this fair was on candidates for a variety of K-12 teaching areas. 213 candidates were interviewed by 43 BPS administrators.

**Boston Public Schools Contract Implementation Update
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- We have successfully met most of our internal benchmarks and all of our contractual commitments to date.
- As you may recall, in John McDonough's presentation at the November 15, 2000 School Committee meeting on the HR Reinvention Update, he detailed a proposed short-term technology solution for future year staffing. This option involved the development of a mainframe-based intranet application with a specific focus on supporting future year staffing. A small group, including Al Lau and Rich Yee from OIS, Beverly Pina and Ed Kelleher from HR, and Jim McIntyre from Budget, started working in November on the development of this hybrid, internal system. With yeoman's architecture work from Al Lau and Rich Yee, this system was developed and demonstrated to principals/headmasters during the probable org meetings in January. This user-friendly, internal system has been the mainstay for our being able to successfully integrate budget and HR data, develop our staffing and vacancy templates, and, ultimately, create our March 1 Teacher Posting.

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- All but one of the school budgets was submitted by January 3, with the remaining budget submitted on January 4th.
- We had a series of very successful probable org meetings at Court Street during mid-to-late January. Representatives of HR, Budget and DI met with headmasters and principals in a position-by-position analysis of their staffing.
- Ray Shurtleff, John Conley and the BTU leadership team (Ed Doherty, Richard Stutman and Carol Pacheco) held 4 workshop sessions for some 75 members of Personnel Subcommittees. These workshops focused on the following: contract language changes; the role of the personnel subcommittee; a review of a hiring process flowchart, hiring process timelines, and screening/interview techniques; and a recommended personnel subcommittee to-do list.
- Ray Shurtleff and John Conley also presented this workshop for all headmasters/principals at the February 1 Principals Leadership Institute. In addition, Ray Shurtleff has sent out follow-up memos regarding various personnel subcommittee and hiring process reminders.
- The Superintendent approved 184 provisional teachers for permanent appointment and their letters were mailed on February 15. 87 of these teachers were first year provisionals.
- On Monday, February 26, 130 excess letters were mailed to affected teachers. These excess teachers are eligible to apply to positions on the March 1 posting and, if they are not successful in the personnel subcommittee interview process, they will go to the teacher reassignment pools to be held at the end of April.
- On February 15, we began to send letters of reasonable assurance out to provisional teachers who are in budgeted positions and have "meets or exceeds standards" evaluations. The remaining letters of reasonable assurance (436 in total) were sent to cluster offices on Friday, March 9 for distribution to schools on Monday, March 12. As you know, with a letter of reasonable assurance a first, second or third-year provisional teacher can apply for re-appointment to his or her own position. Principals have been asked to be sure that these provisionals with letters of reasonable assurance apply for their respective position.
- To date, we have received notice that 106 teachers /administrators are retiring or resigning at the end of this school year. The Retirement Board is estimating that between 160 and 180 individuals will take advantage of TARP (The Alternative Retirement Program) on July 1, 2001. They are currently estimating between 250 and 280 retirements in total by the end of the school year. Most of these projected retirements will be teachers. This projection is lower than originally estimated for the end of this school year. However, it is expected that there will be a bigger bump in retirements under TARP in 2002.
- I would also like to report that 33 teachers have received an interim evaluation with an overall "Does Not Meet Standards". 10 of these have two interims. In addition, 1 guidance counselor, 1 librarian and 1 assistant program director have received an interim evaluation with an overall "Does Not Meet Standards".
- As you know, the March 1 Teacher Posting was delivered to cluster leaders on February 27, 2001 for distribution to school offices on the morning of February 28. The March 1 Teacher Posting went up on the BPS website mid-day on February 28. The posting contains 712 positions, broken down as follows:
 - 272 on the elementary vacancy list
 - 188 on the middle school vacancy list
 - 213 on the high school vacancy list
 - 39 on the special schools and programs vacancy list

Note: On last year's March 1 transfer circular, we had 548 positions listed
 24 of the 712 positions are open-posted, down significantly from last year
 Provisionals with a letter of assurance hold 437 positions. 206 of these are first year provisionals.



