



**MILWAUKEE
PUBLIC SCHOOLS**

Assessment of Diversification of Workforce

Presenter: Matt Chason, Manager, Office of Accountability and Efficiency

January 15, 2019

BOARD ACTION

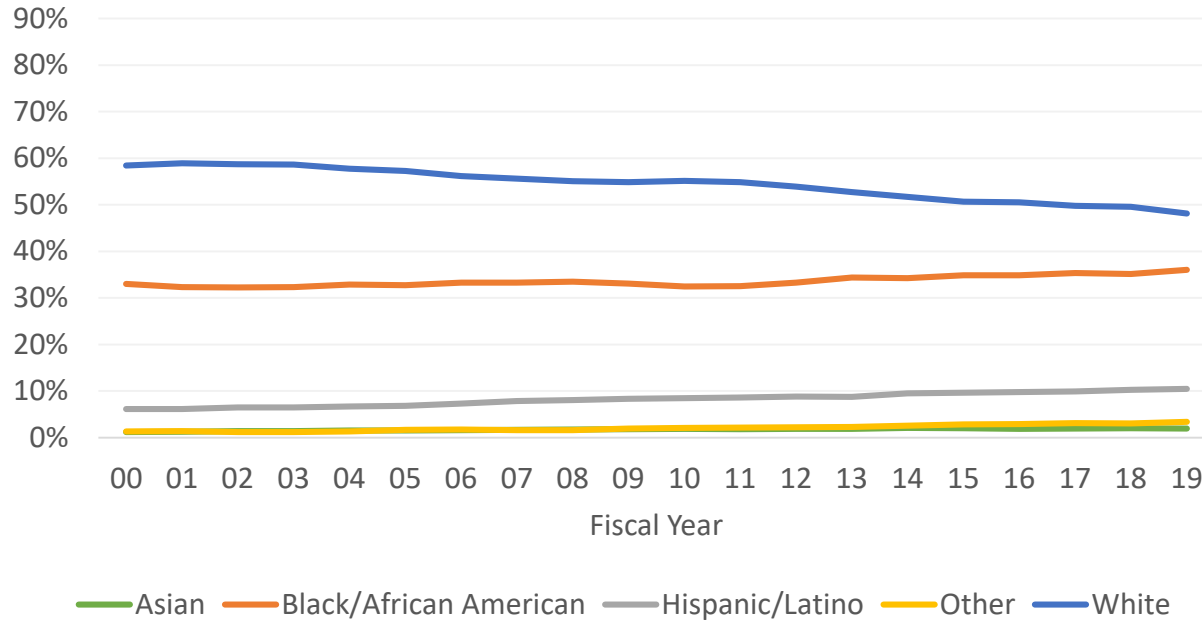
- Resolution 1718R-011
- Direct the Office of Accountability and Efficiency to conduct a district-wide assessment of diversification of workforce

SUMMARY

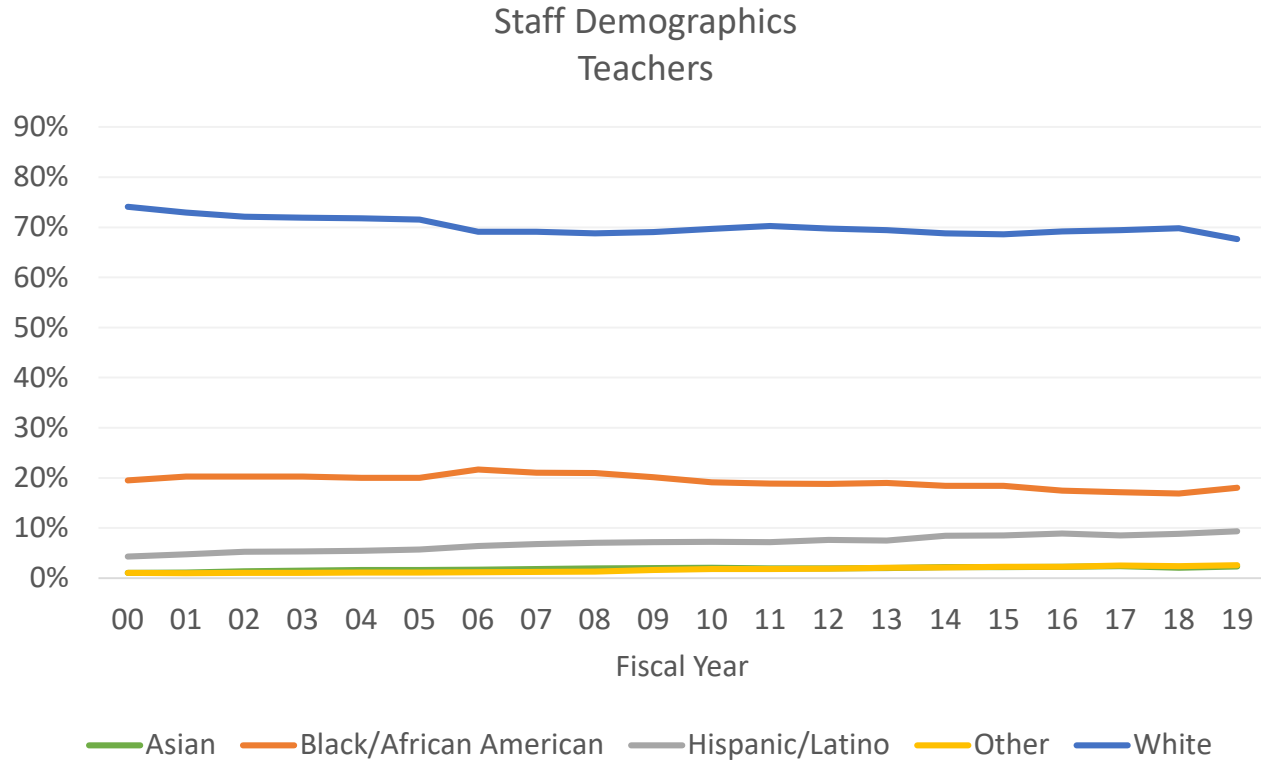
- District-wide diversity generally resembles that of Milwaukee
- Diversity diminishes when looking at individual positions, schools, and applicant pools to positions

TRENDS

Staff Demographics
All Positions

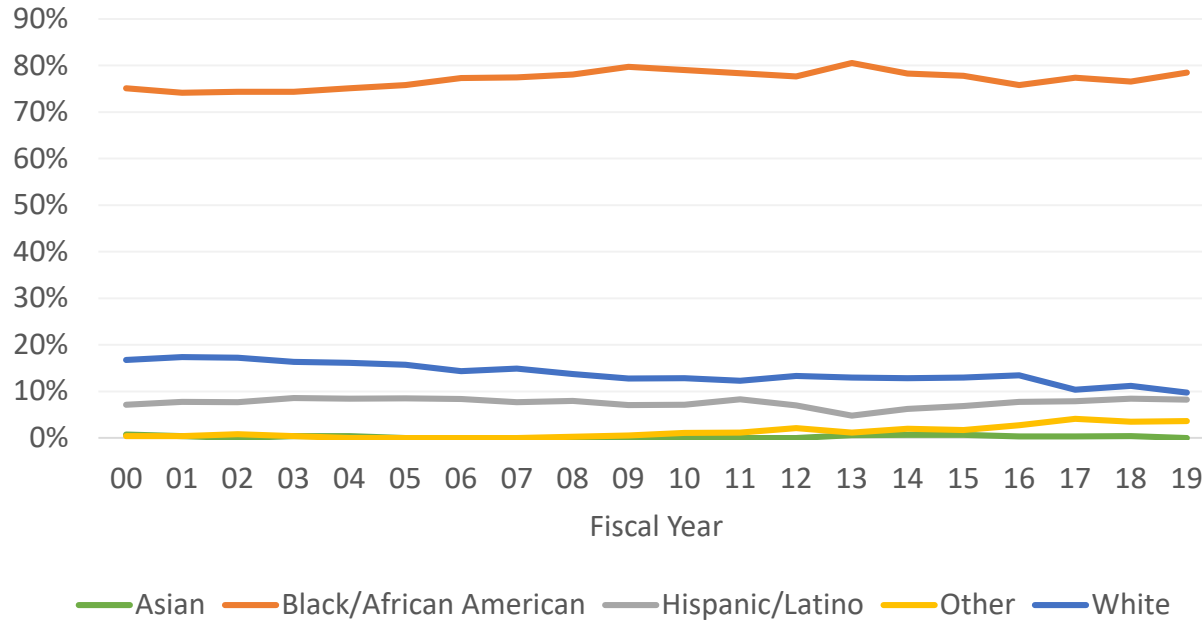


TRENDS – LIMITED CHANGE



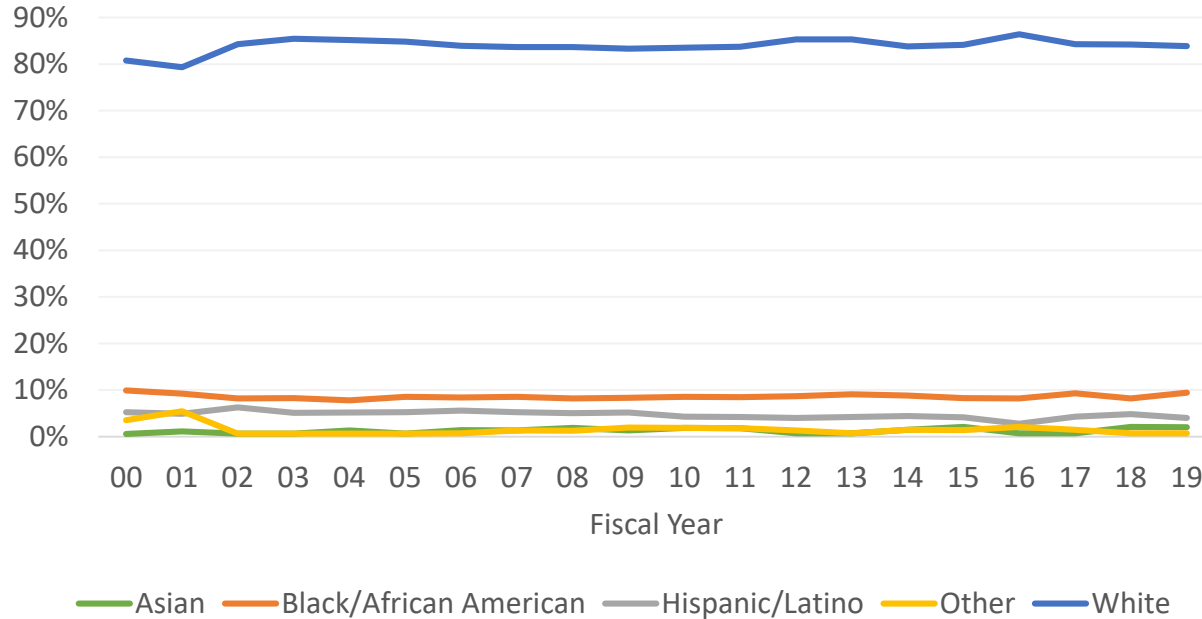
TRENDS – LIMITED CHANGE

Staff Demographics
Safety and Security



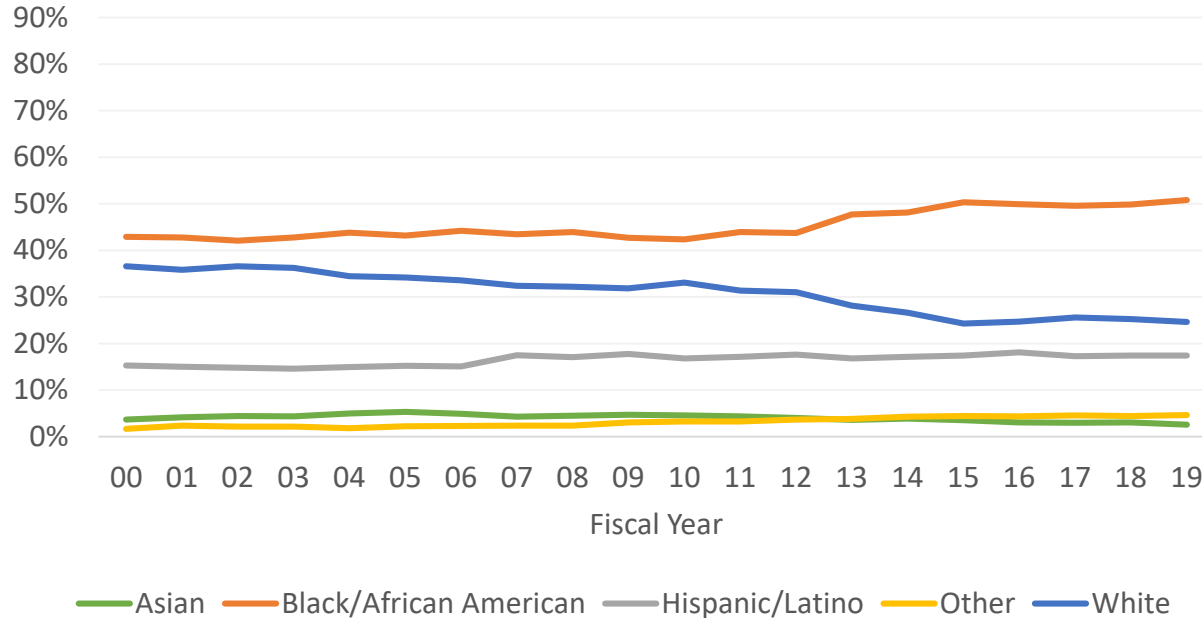
TRENDS – LIMITED CHANGE

Staff Demographics
School Psychologists



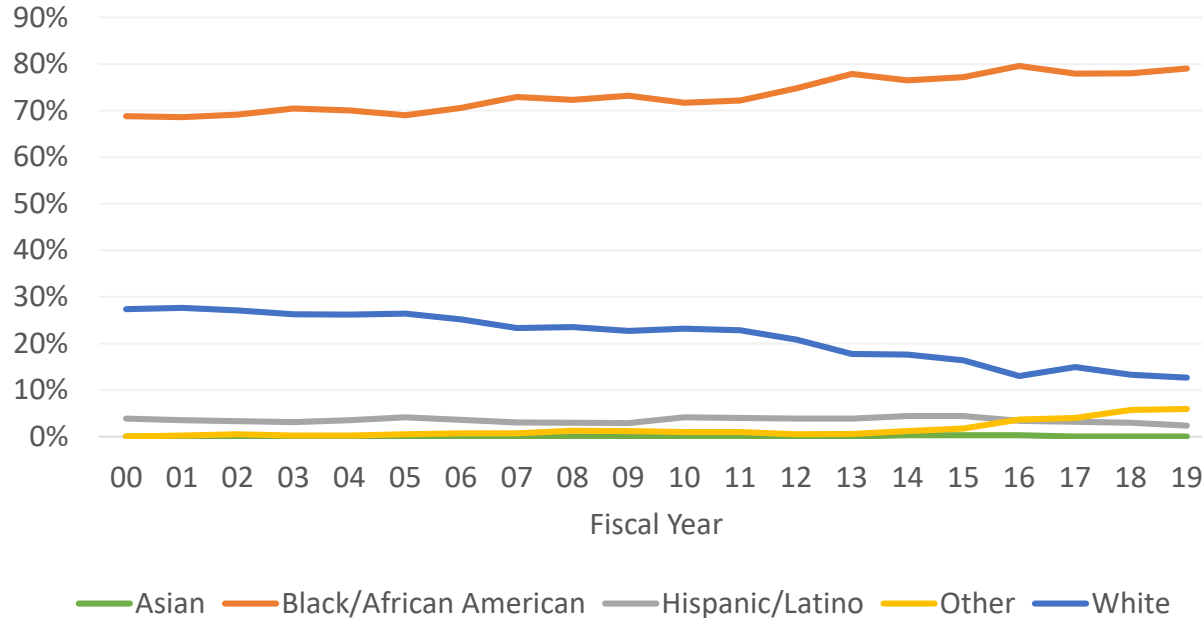
TRENDS – MODERATE CHANGE

Staff Demographics
Para Professional EAs



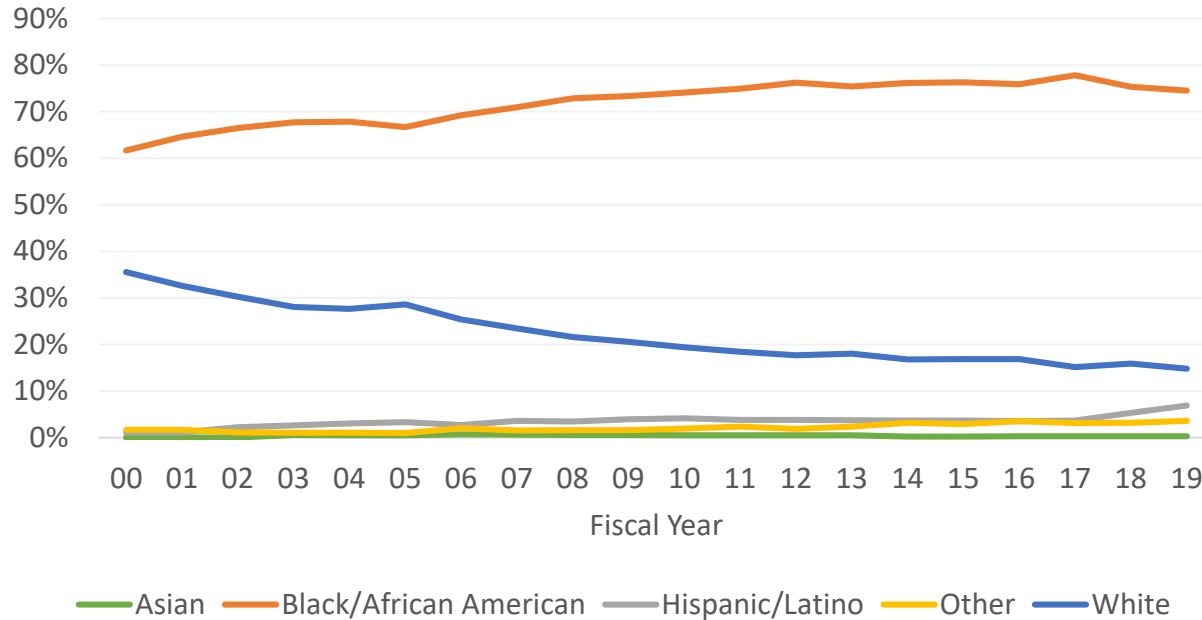
TRENDS – MODERATE CHANGE

Staff Demographics
Building Service Helpers



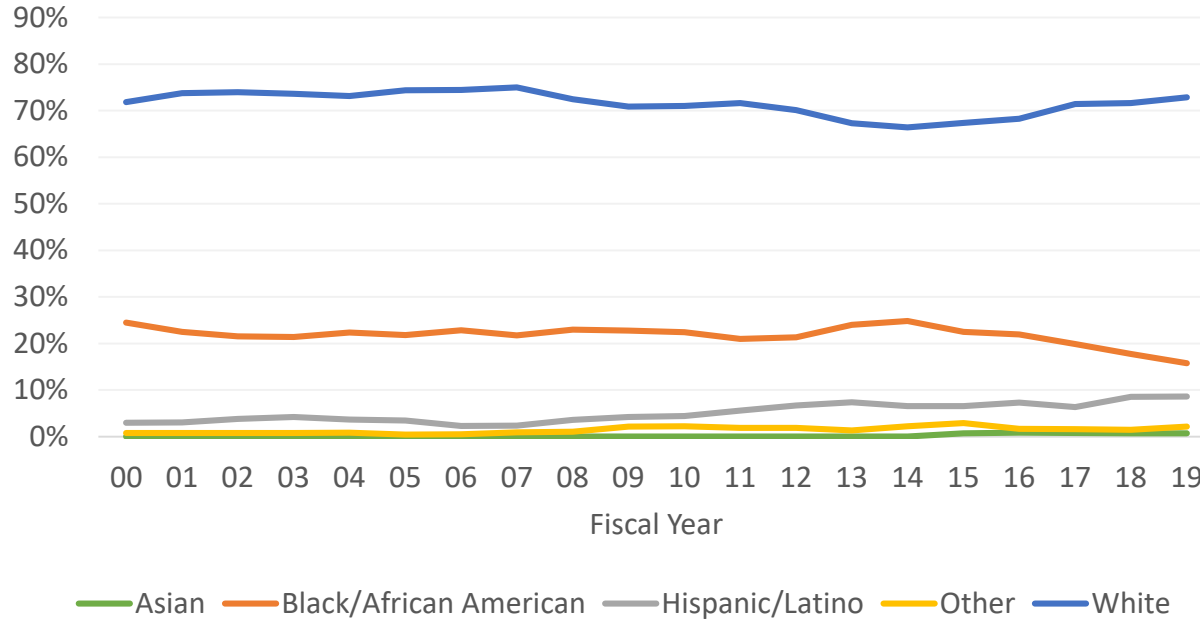
TRENDS – MODERATE CHANGE

Staff Demographics
Handicapped Aids



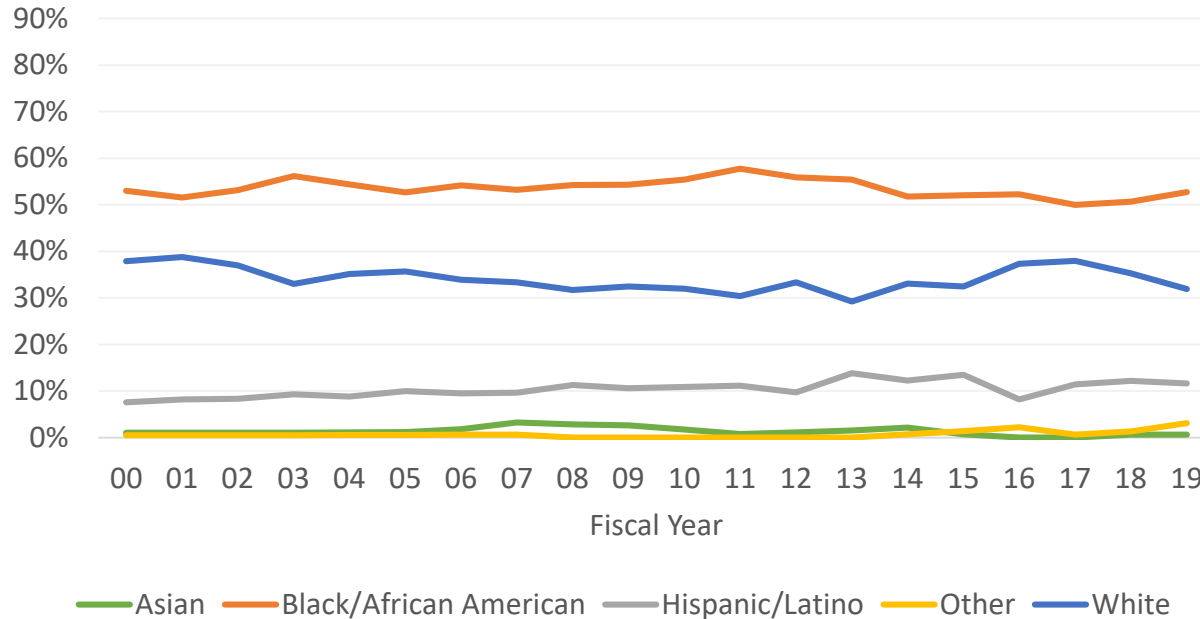
TRENDS – MODERATE CHANGE

Staff Demographics
Skilled Trades Workers



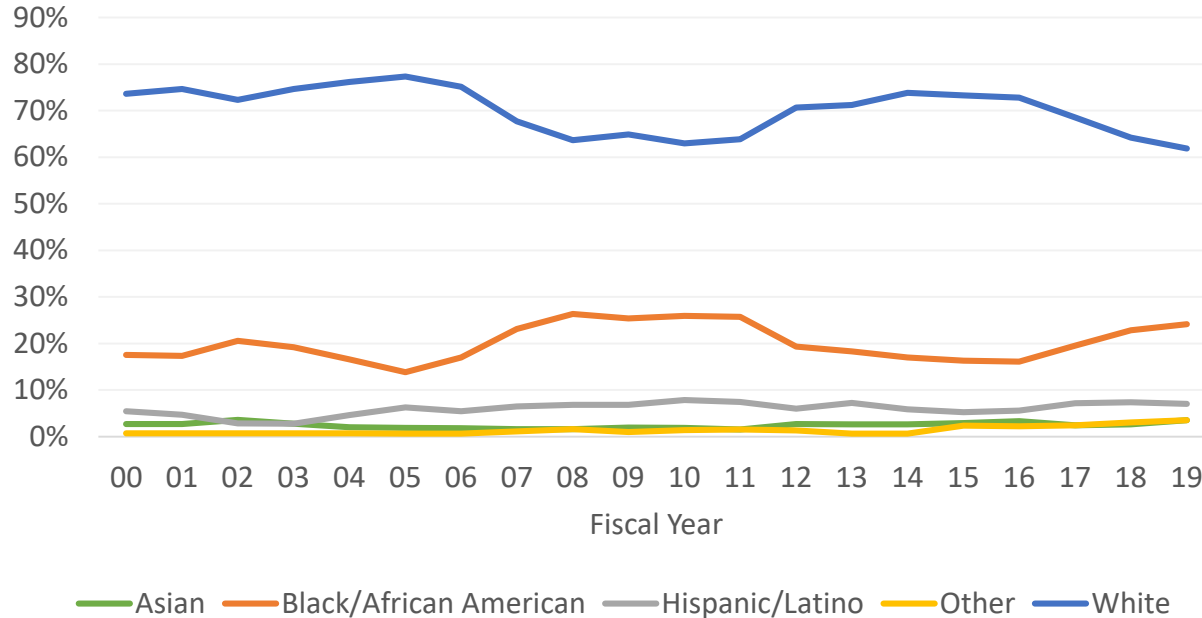
TRENDS – MODERATE CHANGE

Staff Demographics
Assistant Principals



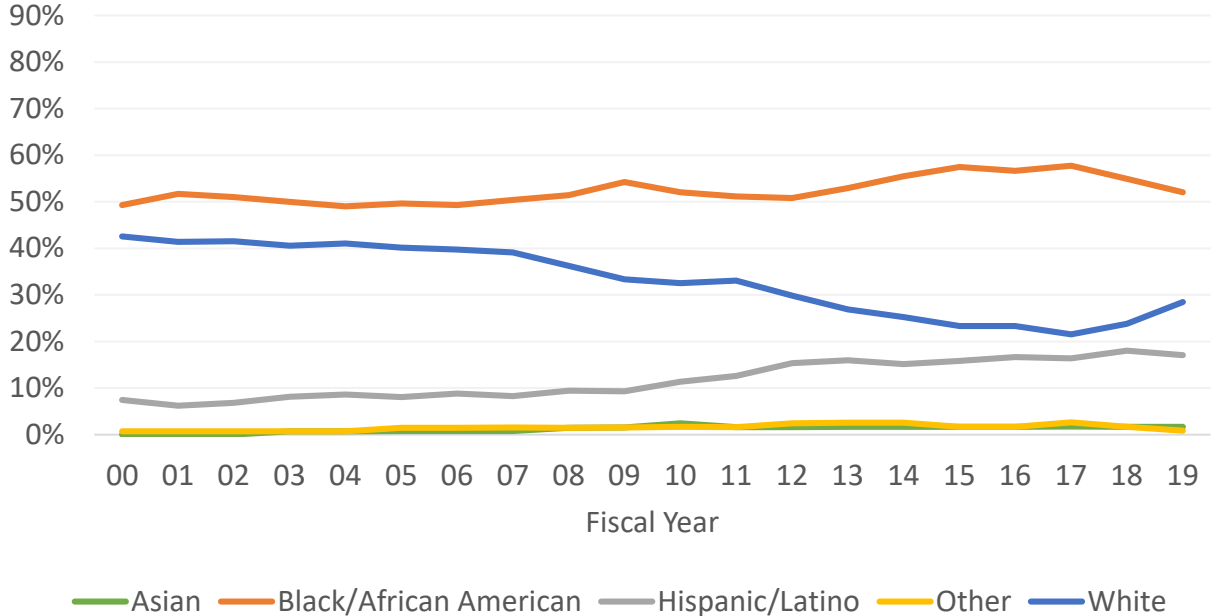
TRENDS – MODERATE CHANGE

Staff Demographics
Professional Support Staff



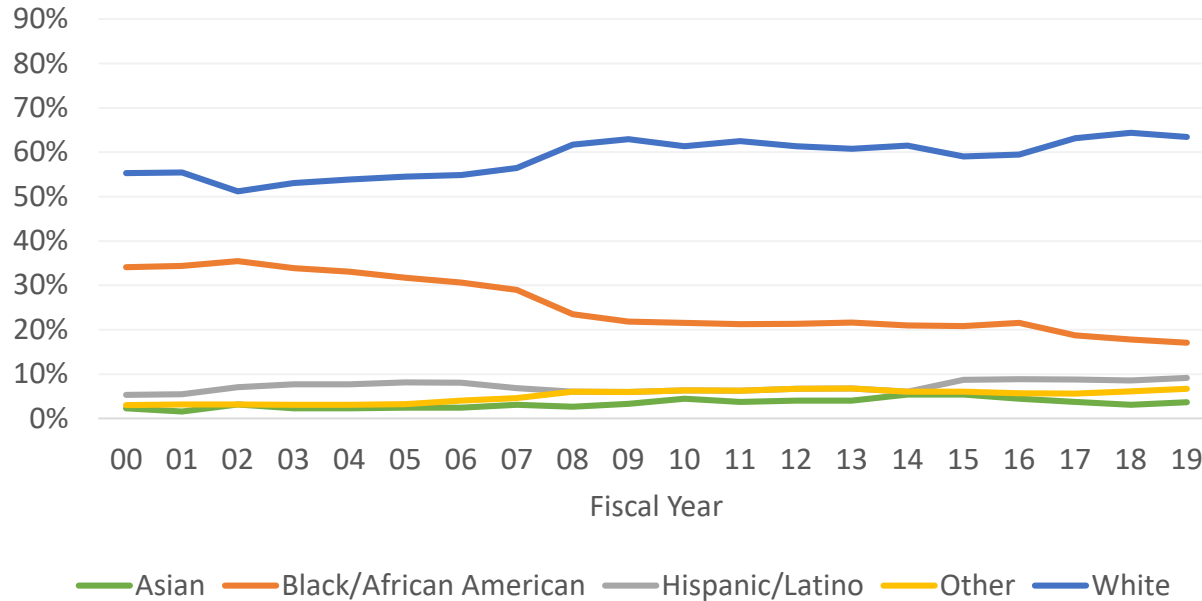
TRENDS – MODERATE CHANGE

Staff Demographics
Principals



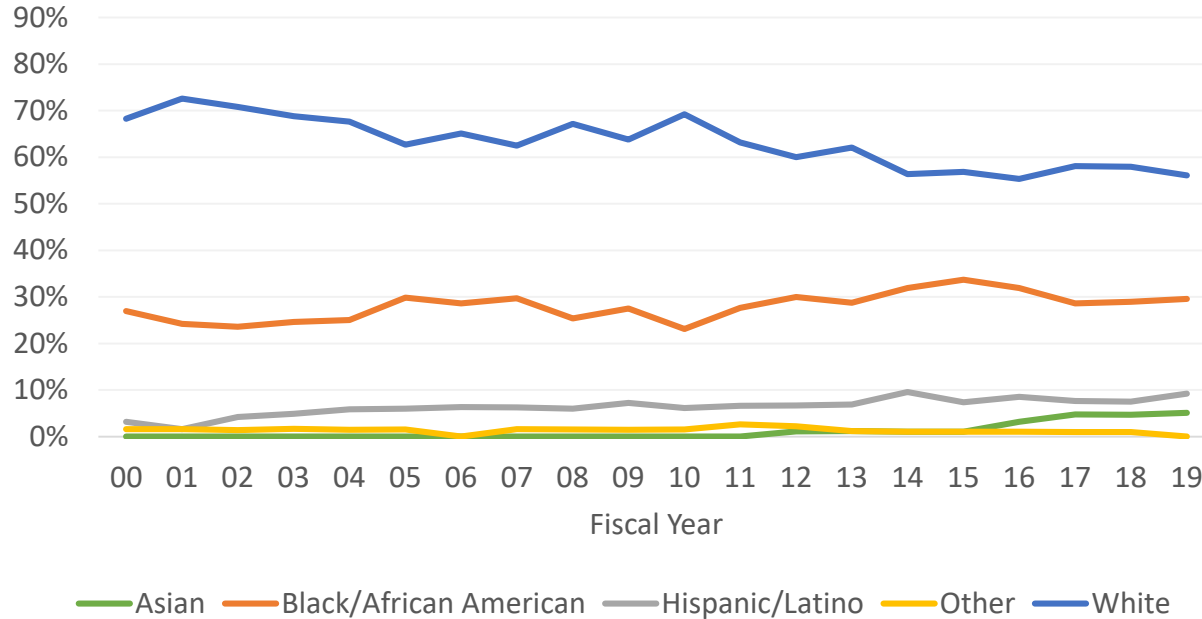
TRENDS – MODERATE CHANGE

Staff Demographics
School Social Workers



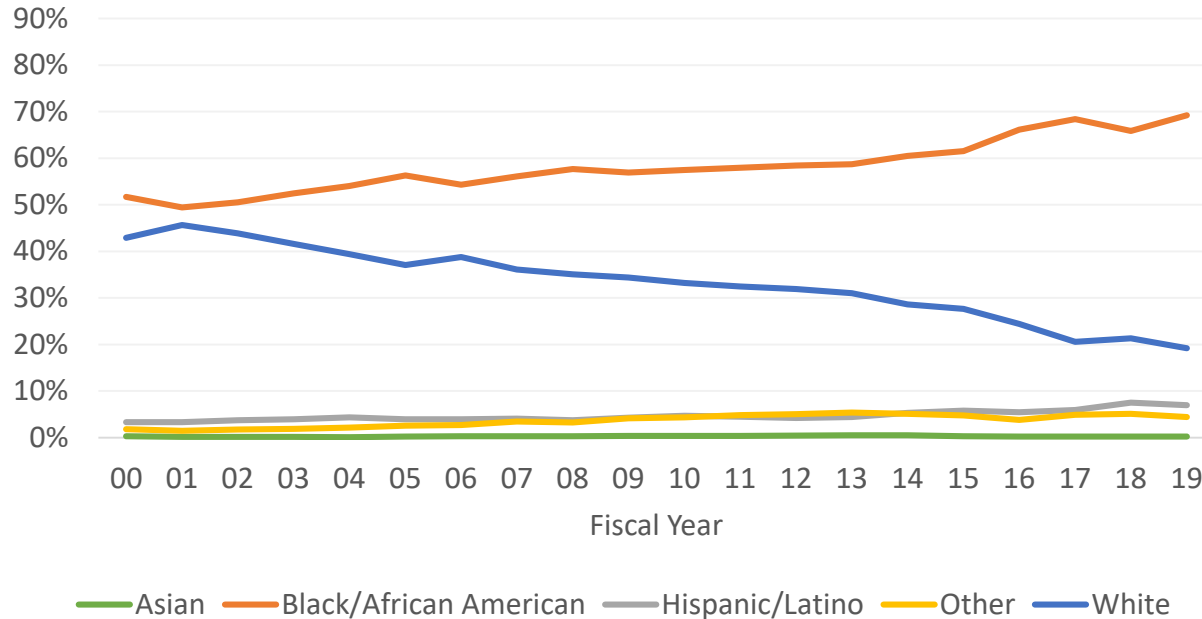
TRENDS – MODERATE CHANGE

Staff Demographics
Directors and Managers



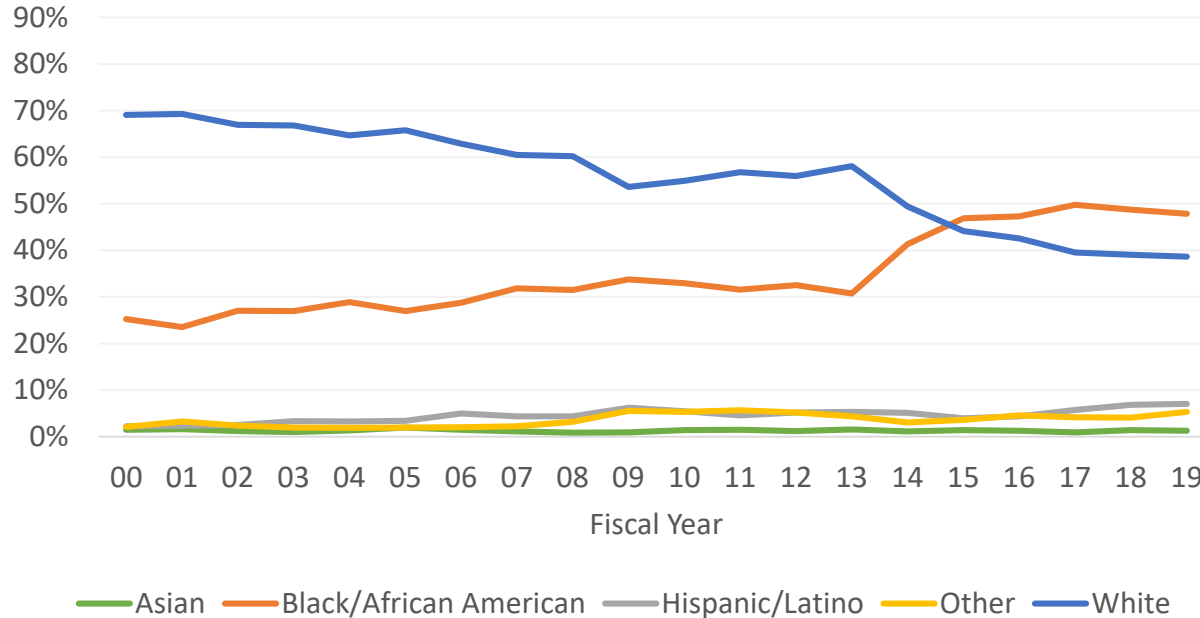
TRENDS – NOTEWORTHY CHANGE

Staff Demographics
Food Service Assistants



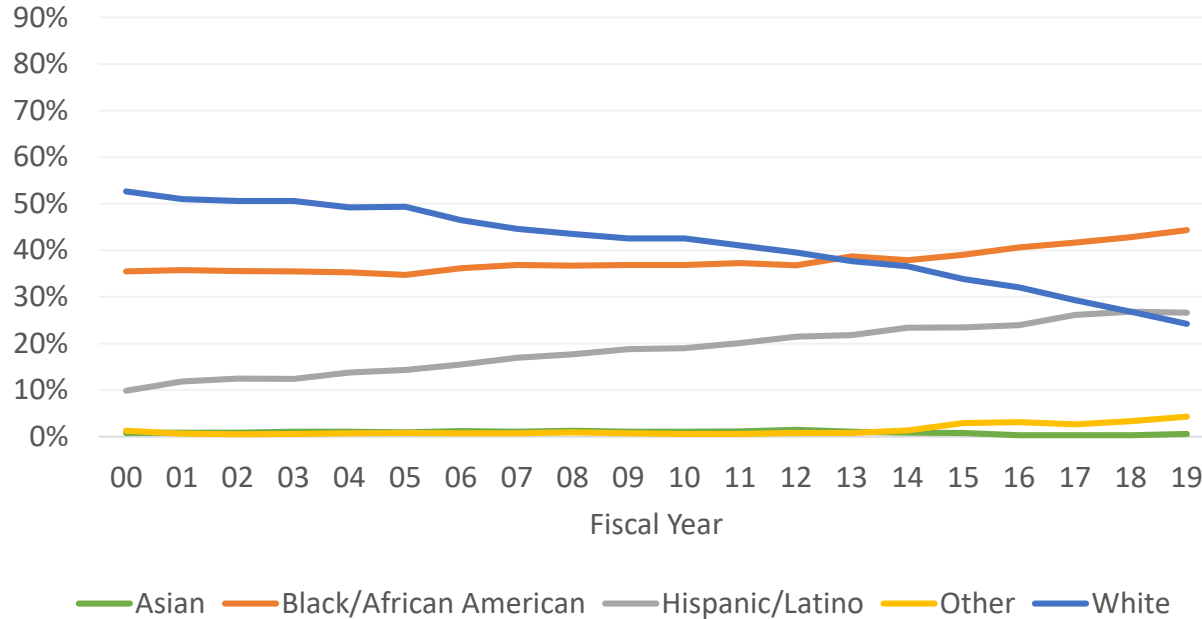
TRENDS – NOTEWORTHY CHANGE

Staff Demographics
Substitute Teachers



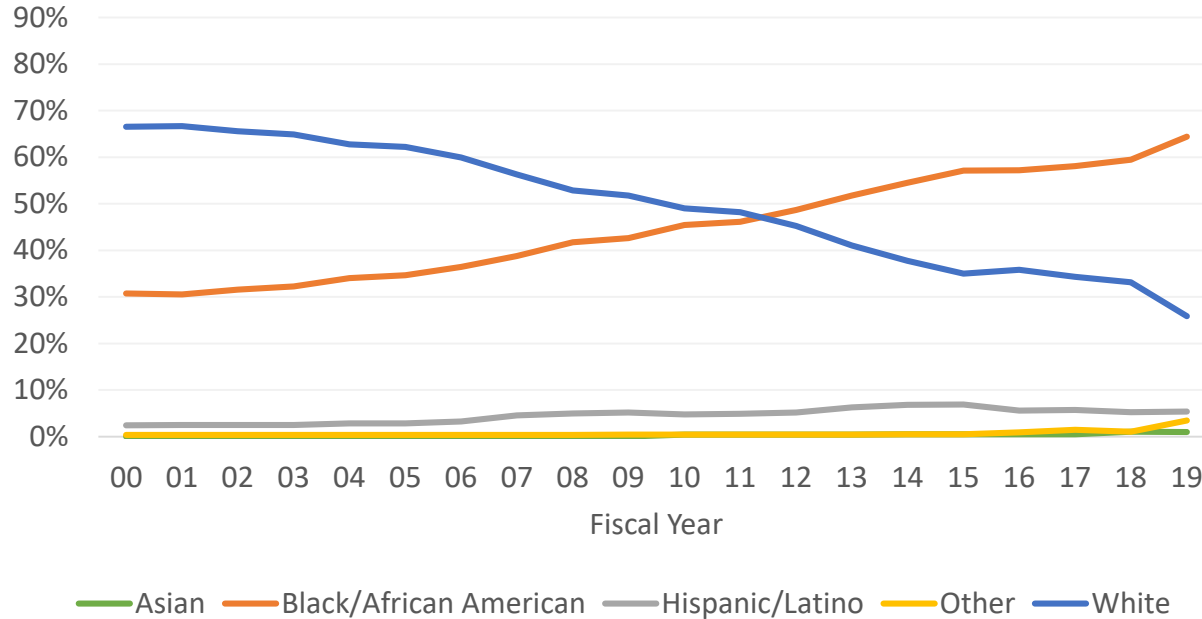
TRENDS – NOTEWORTHY CHANGE

Staff Demographics
Clerical/Secretarial



TRENDS – NOTEWORTHY CHANGE

Staff Demographics
School Engineers



APPLICANT POOLS

Demographic Breakout of Applicants by Position for the Period December 2017 through December 2018

	% White	% African American	% Hispanic	% Native American	% Asian/ Pacific Islander
Boiler Attendant	27.6	65.5		6.9	
Building Service Helper	12.5	80.4	7.1		
Certificated Staff	56.4	29.3	11.0	0.4	3.0
Food Service Assistant	7.3	85.4	6.3	0.5	0.5
Para Ed Assistant	20.8	55.4	21.7	0.3	1.8
School Engineer	17.6	73.5	5.9		2.9
School Safety Assistant	3.7	89.0	7.3		
Secretary	11.1	36.1	50.0		2.8



HIRED CANDIDATES

Number of Applicants and Percentage Hired by Demographic and Position for the Period Dec 2017 through Dec 2018

	# of White	% Hired	# of African American	% Hired	# of Hispanic	% Hired	# of Native American	% Hired	# of Asian/Pacific Islander	% Hired
Boiler Attendant	8	100	19	100			2	100		
Building Service Helper	7	100	45	100	4	100				
Certificated Staff	319	100	166	100	62	100	2	100	17	100
Food Service Assistant	15	100	176	81	13	92	1	100	1	100
Para Ed Assistant	69	100	184	100	72	100	1	100	6	100
School Engineer	6	100	25	100	2	100			1	100
School Safety Assistant	3	67	73	82	6	100				
Secretary	4	100	13	85	18	100			1	100



MPS INITIATIVES

- Outreach
- Grow your own
- MPS U



Thank you!

