

Milwaukee Public Schools

# An Assessment of Diversification of Workforce

District-Wide Assessment of the Diversification of Workforce per the  
Action of the Milwaukee Board of School Directors

Office of Accountability and Efficiency  
1-2-2019

# Contents

- Executive Summary..... 4
- Methods..... 5
  - Data..... 5
  - Sample..... 5
    - Peoplesoft ..... 5
    - United States Census Bureau ..... 5
    - Monthly Personnel Affirmative Action Reports..... 5
- Analyses and Results..... 6
  - Comparing Demographics – MPS Staff versus City of Milwaukee..... 6
  - Trends in MPS Staff Demographics..... 7
  - Teacher Demographics ..... 8
    - Trends in Teacher Demographics ..... 8
    - Comparing Demographics – Teachers versus District Wide ..... 9
  - Para Professional EA Demographics ..... 10
    - Trends in Para Professional Demographics..... 10
    - Comparing Demographics – Para Professionals versus District Wide ..... 11
  - Food Service Assistants Demographics..... 12
    - Trends in Food Service Assistants Demographics..... 12
    - Comparing Demographics – Food Service Assistants versus District Wide ..... 13
  - Substitute Teachers Demographics ..... 14
    - Trends in Substitute Teacher Demographics ..... 14
    - Comparing Demographics – Substitute Teachers versus District Wide..... 15
  - Clerical/Secretarial Demographics..... 16
    - Trends in Clerical/Secretarial Demographics..... 16
    - Comparing Demographics – Clerical/Secretarial versus District Wide ..... 17
  - Building Service Helpers Demographics ..... 18
    - Trends in Building Service Helpers Demographics..... 18
    - Comparing Demographics – Building Service Helpers versus District Wide..... 19
  - School Engineers Demographics..... 20
    - Trends in School Engineers Demographics ..... 20
    - Comparing Demographics – School Engineers versus District Wide ..... 21

Safety and Security Staff Demographics .....	22
Trends in Safety and Security Staff Demographics .....	22
Comparing Demographics – Safety and Security Staff versus District Wide .....	23
Handicapped Aids Demographics .....	24
Trends in Handicapped Aids Demographics .....	24
Comparing Demographics – Handicapped Aids versus District Wide .....	25
Skilled Trades Workers Demographics .....	26
Trends in Skilled Trades Workers Demographics.....	26
Comparing Demographics – Skilled Trades Workers versus District Wide.....	27
Assistant Principals Demographics .....	28
Trends in Assistant Principals Demographics .....	28
Comparing Demographics – Assistant Principals versus District Wide.....	29
School Psychologists Demographics .....	30
Trends in School Psychologists Demographics .....	30
Comparing Demographics – School Psychologists versus District Wide .....	31
Professional Support Staff Demographics .....	32
Trends in Professional Support Staff Demographics .....	32
Comparing Demographics – Professional Support Staff versus District Wide.....	33
Principal Demographics .....	34
Trends in Principal Demographics .....	34
Comparing Demographics – Principals versus District Wide .....	35
School Social Workers Demographics.....	36
Trends in School Social Workers Demographics.....	36
Comparing Demographics – School Social Workers versus District Wide .....	37
Directors and Managers Demographics .....	38
Trends in Directors and Managers Demographics.....	38
Comparing Demographics – Directors and Managers versus District Wide.....	39
Applicant Pools and Hired Candidates.....	40
Distribution of Demographics by School .....	42
Discussion.....	45
Appendix 1 .....	46



## Executive Summary

At its January 25, 2018 meeting, the Milwaukee Board of School Directors adopted Resolution 1718R-011 by Director Bonds Regarding a District-Wide Assessment of Diversification of Workforce. The Board directed the Office of Accountability and Efficiency to perform this assessment and report back to the Board.

This analysis sought to satisfy the resolution in its details and its intent. Specifically, the analysis reviewed practices and available data as they related to the diversity of the MPS workforce.

Findings from the analysis revealed trends that have shaped the diversity of workforce over the last 20 years. These trends have been compiled at both the district-wide level and the position level, allowing for comparison and disaggregated analysis. There is evidence of distinct variation in the diversity of the workforce when comparing individual positions to diversity at the district-wide level.

The largest variations from district averages occur in following positions:

- Teachers
- Para Professional Educational Assistants
- Food Service Assistants
- Clerical/Secretarial
- Building Service Helpers
- School Engineers
- Safety and Security
- Handicapped Aids
- Skilled Trades
- School Psychologists
- School Social Workers

This variation must be considered in the context of the variation that exists in the applicants to the positions themselves. When reviewing the affirmative action reports from the period of December 2017 to December 2018, one sees applicant pools that themselves are largely divergent from the district average.

*Table 1 – 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%

## Methods

### Data

Data was gathered from the following District organizational and external assets.

- Human Resources/Payroll System (Peoplesoft)
- United States Census Bureau
- Monthly Personnel Affirmative Action Reports

### Sample

#### Peoplesoft

The sample included active employee records as of the third Friday in September for each fiscal year between 2000 and 2019 (twenty total fiscal years).

Include:

- All active employees

Exclude:

- Paygroups
  - REC/Loc 1616-888J (260/Hrly)
  - Retired (All)
  - Schedule "E" Pay

#### United States Census Bureau

The Census Bureau data was taken from the following United State Census Bureau site on November 8, 2018.

<https://www.census.gov/quickfacts/fact/table/milwaukeeecitywisconsin#viewtop>

#### Monthly Personnel Affirmative Action Reports

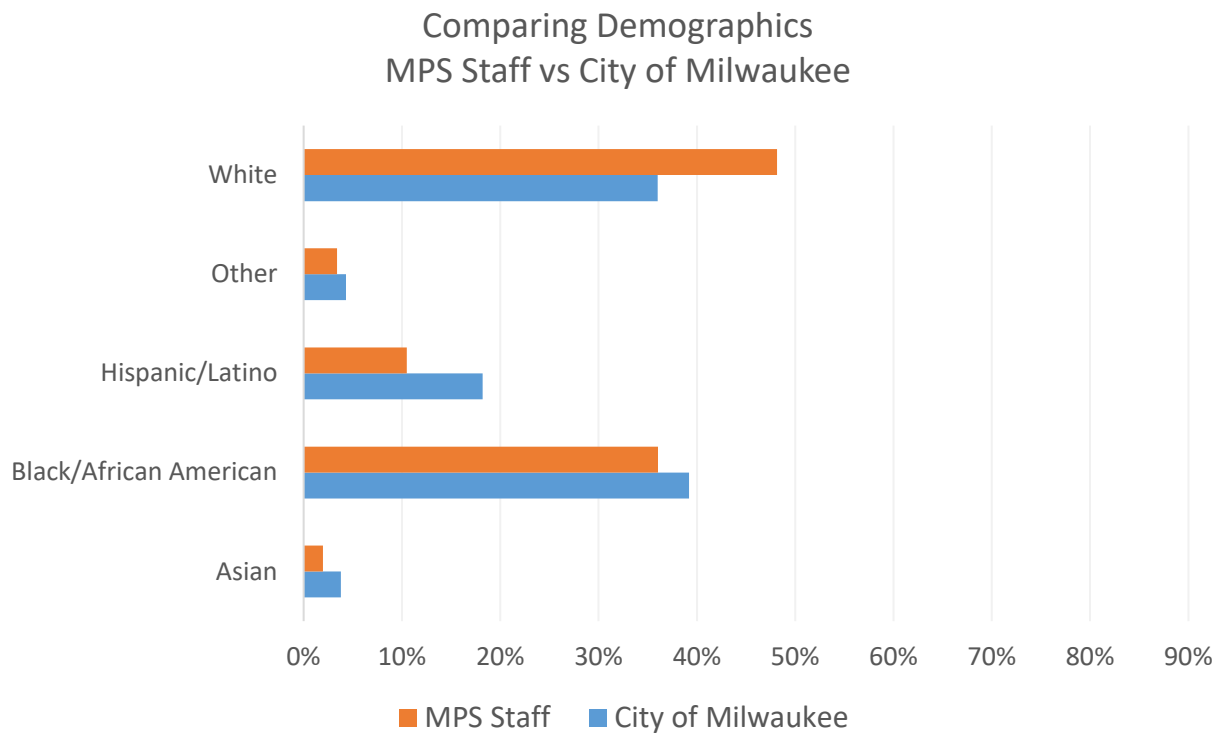
The sample included the monthly personnel transaction reports for the period December 2017 to December 2018.

# Analyses and Results

## Comparing Demographics – MPS Staff versus City of Milwaukee

The U.S. Census Bureau adheres to the U.S. Office of Management and Budget’s (OMB) definition of ethnicity. There are two minimum categories for ethnicity: Hispanic or Latino and Not Hispanic or Latino. OMB considers race and Hispanic origin to be two separate and distinct concepts. Hispanics and Latinos may be of any race. The MPS human resource data does not make this distinction and the comparison is presented for illustrative purposes only (see Figure 1).

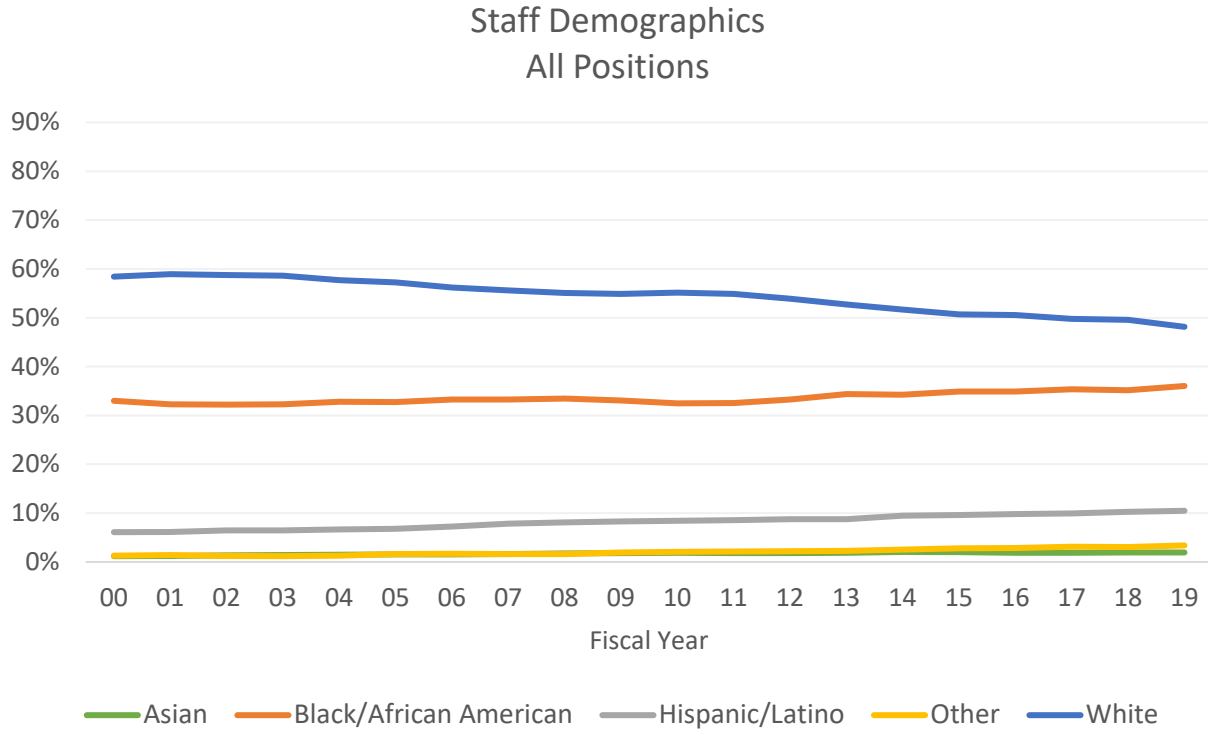
Figure 1 - Comparing the Demographics of MPS Staff (Fiscal year 2019) to the City of Milwaukee (US Census Bureau V2017)



## Trends in MPS Staff Demographics

The demographics of all MPS staff have shifted in the last twenty years with Hispanic/Latino staff increasing from 6% to 10% and White staff decreasing from 58% to 48% while other groups have remained comparatively stable (see Figure 2).

Figure 2 - Staff Demographics of All Positions for Fiscal Years 2000-2019



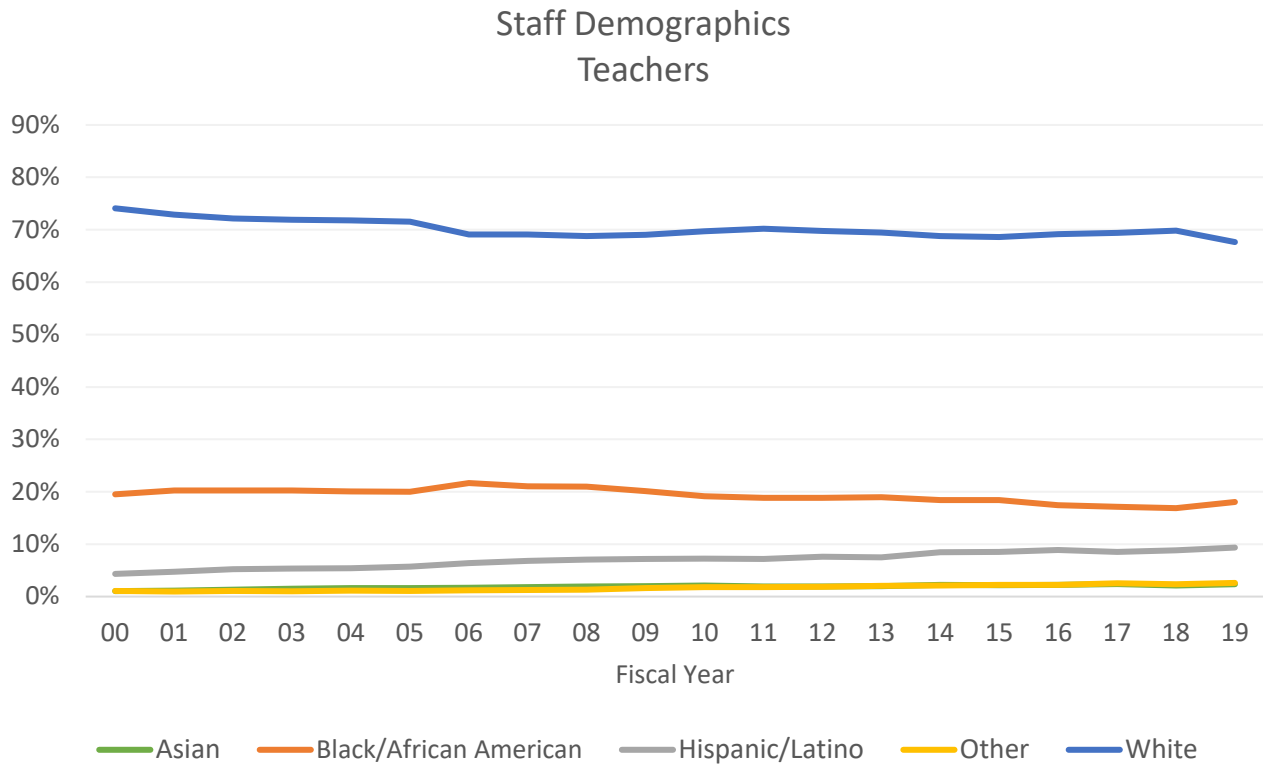


## Teacher Demographics

### Trends in Teacher Demographics

The demographics of MPS teachers have shifted in the last twenty years with Hispanic/Latino staff increasing from 4% to 9% and White staff decreasing from 74% to 68% while other groups have seen comparatively little change (see Figure 3).

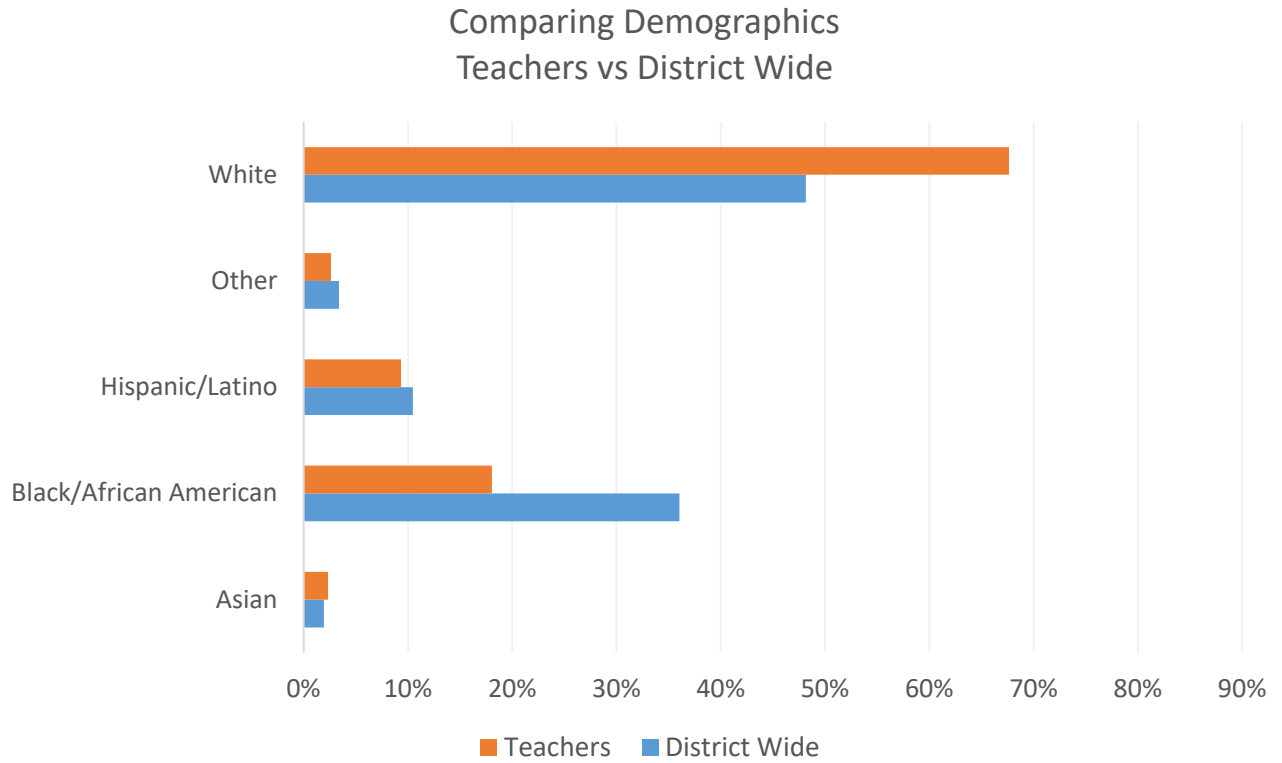
Figure 3 - Teacher Demographics for Fiscal Years 2000-2019



### Comparing Demographics – Teachers versus District Wide

While whites make up 48% of the District overall, they make up 68% of the teachers. Conversely, while Black/African Americans make up 36% of the District overall, they make up 18% of the teachers (see Figure 4).

Figure 4 – Comparing the Demographics of Teachers to District Wide Fiscal Year 2019

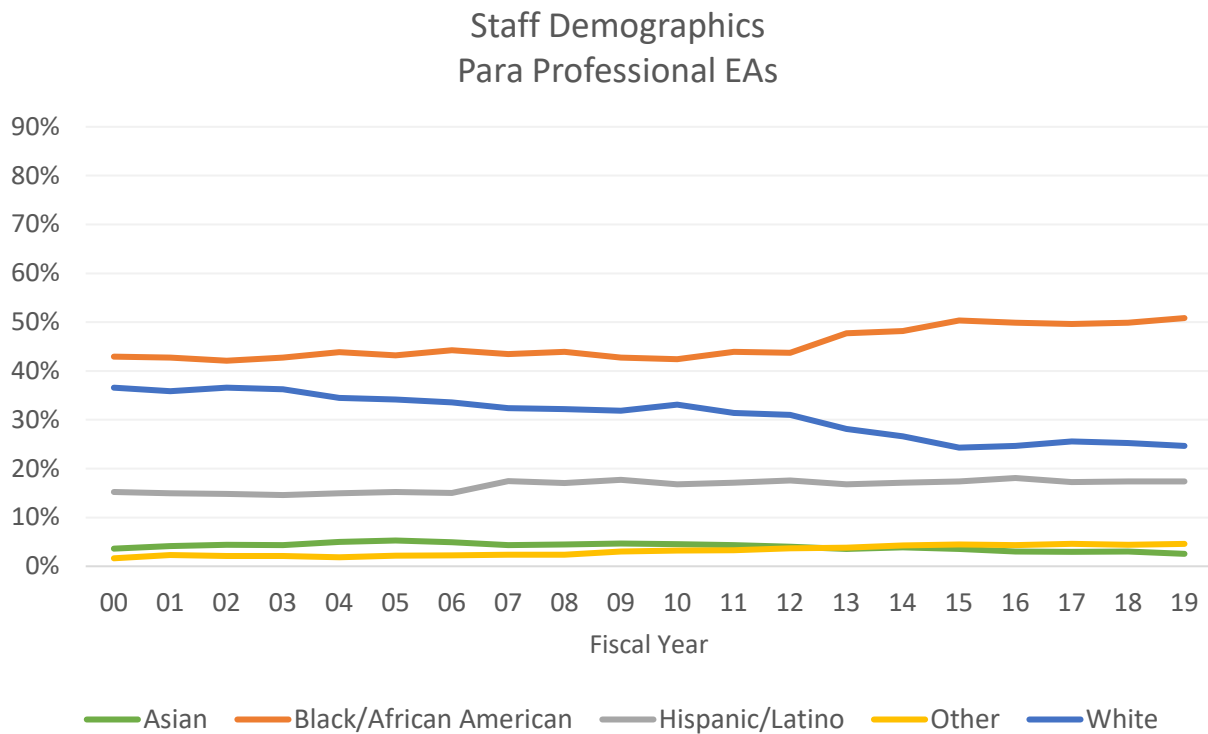


## Para Professional EA Demographics

### Trends in Para Professional Demographics

The demographics of MPS Para Professionals have shifted in the last twenty years with white staff decreasing from 37% to 25% and Black/African American increasing from 43% to 51%. Other groups have seen comparatively little change (see Figure 5).

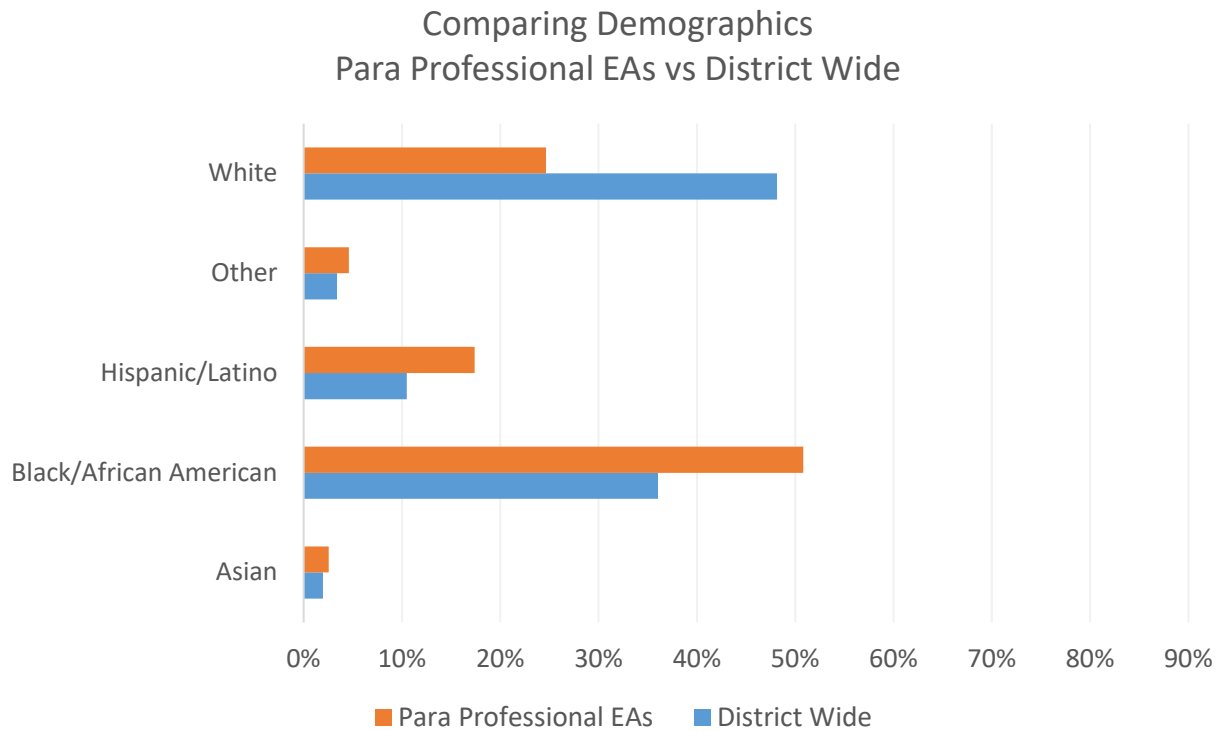
Figure 5 - Para Professional Demographics for Fiscal Years 2000-2019



### Comparing Demographics – Para Professionals versus District Wide

Whites make up 48% of the District overall and account for 25% of the Para Professionals. Conversely, Hispanic/Latino and Black/African American make up 11% and 36%, respectively, of the District overall and account for 17% and 51% of the Para Professionals, respectively (see Figure 6).

Figure 6 - Comparing the Demographics of Para Professionals to District Wide Fiscal Year 2019

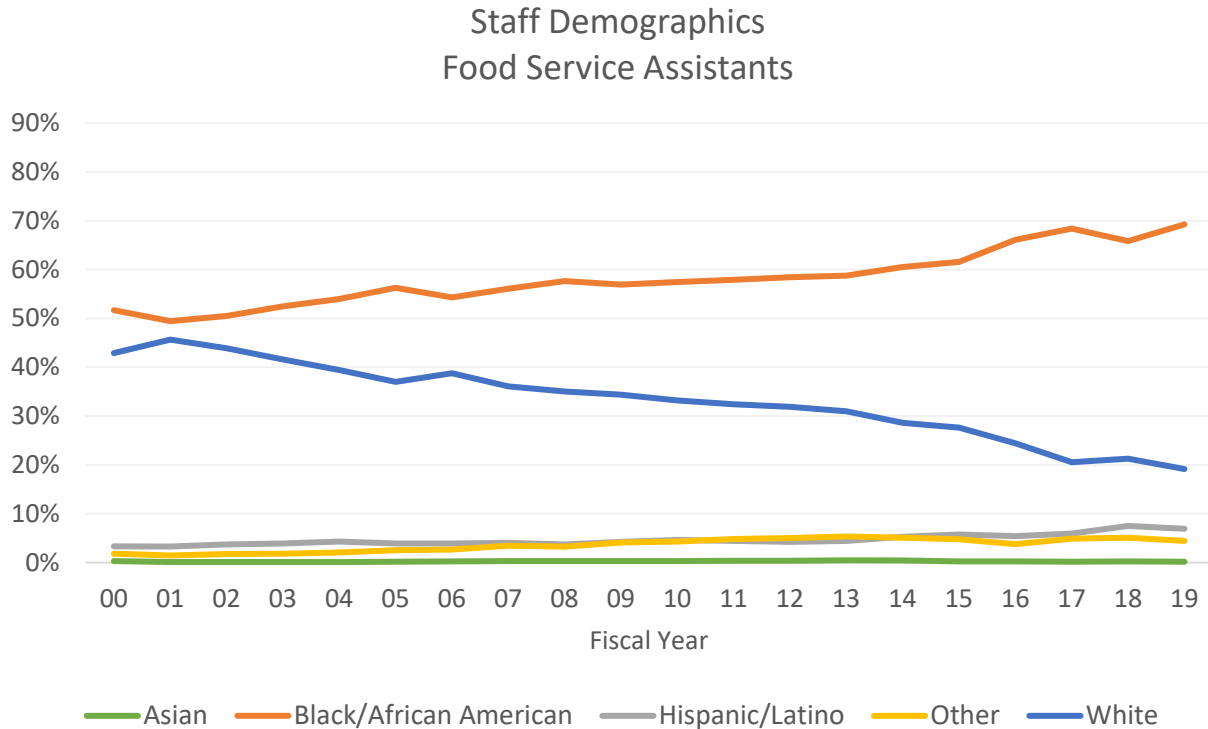


## Food Service Assistants Demographics

### Trends in Food Service Assistants Demographics

The demographics of MPS Food Service Assistants have shifted in the last twenty years with white staff decreasing from 43% to 19% and Black/African American increasing from 52% to 69%. Hispanic/Latino staff have increased from 3% to 7% and the remaining groups have seen comparatively little change (see Figure 7).

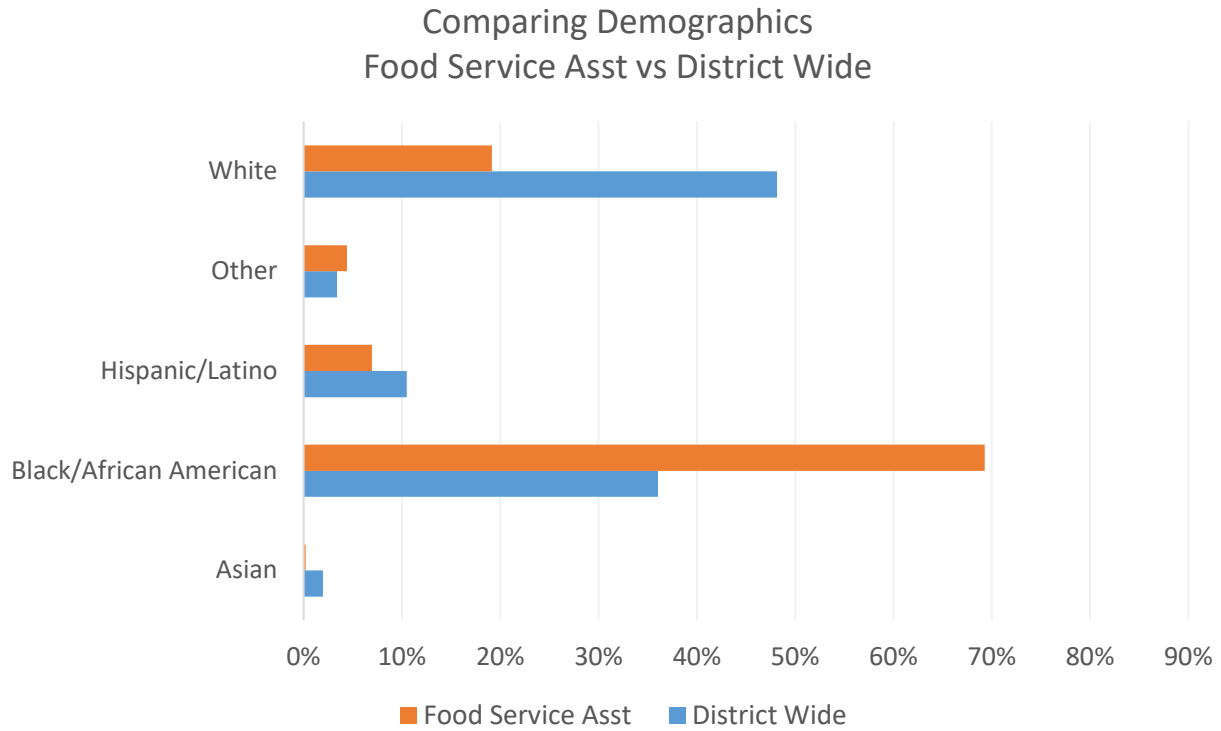
Figure 7 – Food Service Assistants Demographics for Fiscal Years 2000-2019



### Comparing Demographics – Food Service Assistants versus District Wide

Whites make up 48% of the District overall and account for 19% of the Food Assistants. Conversely, Hispanic/Latino and Black/African American make up 11% and 36%, respectively, of the District overall and account for 7% and 69% of the Food Assistants, respectively (see Figure 8).

Figure 8 - Comparing the Demographics of Food Service Assistants to District Wide Fiscal Year 2019

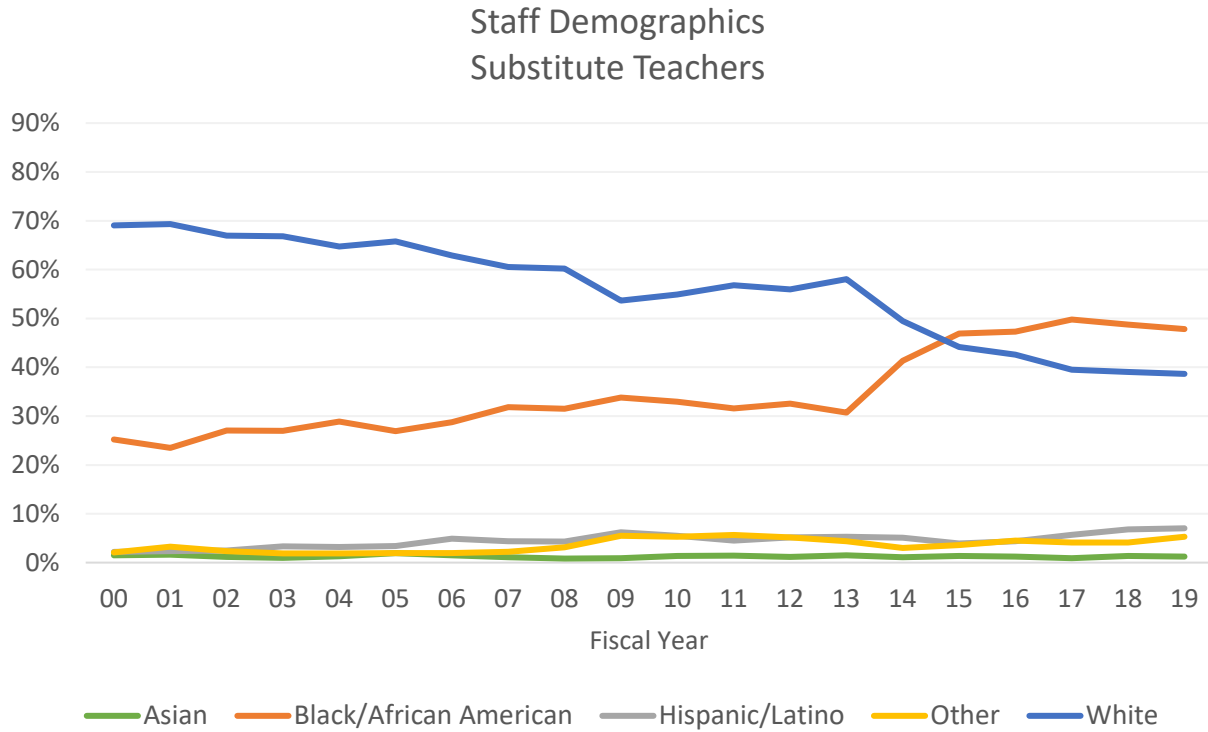


## Substitute Teachers Demographics

### Trends in Substitute Teacher Demographics

The demographics of MPS Substitute Teachers have shifted in the last twenty years with white staff decreasing from 69% to 39% and Black/African American increasing from 25% to 48%. Hispanic/Latino staff have increased from 2% to 7% and the remaining groups have seen comparatively little change (see Figure 9).

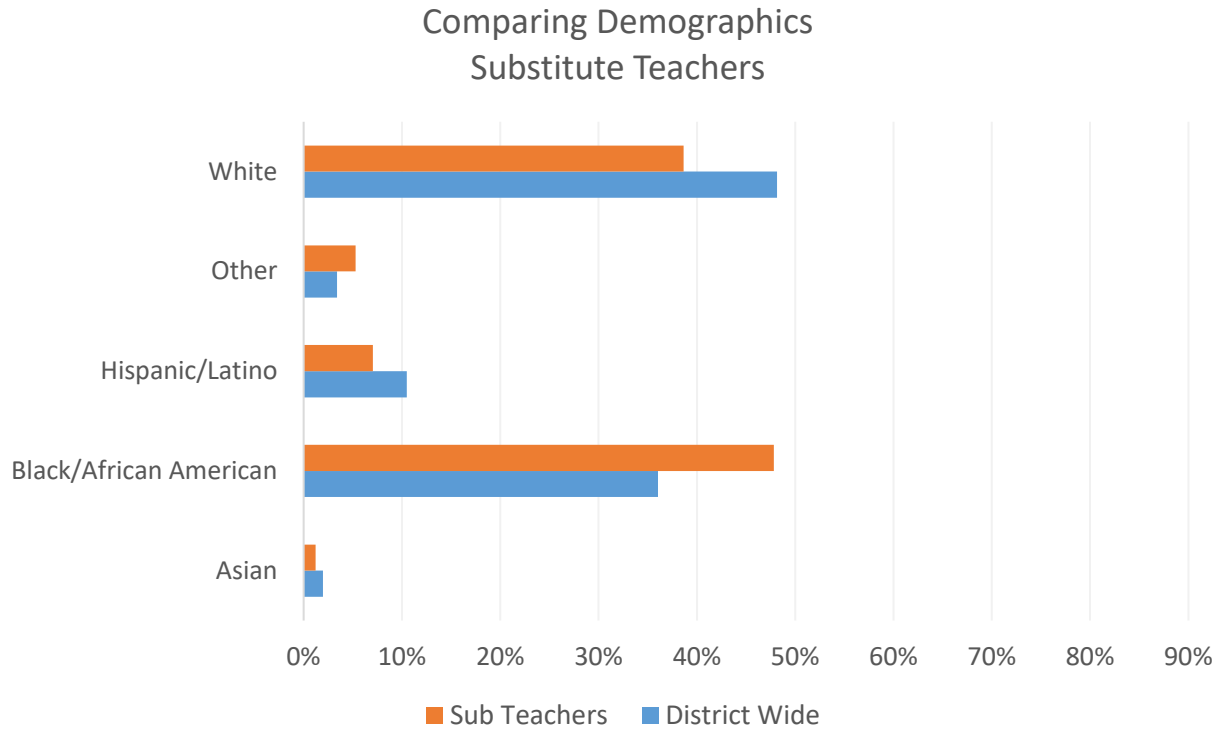
Figure 9 – Substitute Teacher Demographics for Fiscal Years 2000-2019



### Comparing Demographics – Substitute Teachers versus District Wide

Whites make up 48% of the District overall and account for 39% of the Substitute Teachers. Conversely, Hispanic/Latinos and Black/African Americans make up 11% and 36%, respectively, of the District overall and account for 7% and 48% of the Substitute Teachers, respectively (see Figure 10).

Figure 10 - Comparing the Demographics of Substitute Teachers to District Wide Fiscal Year 2019



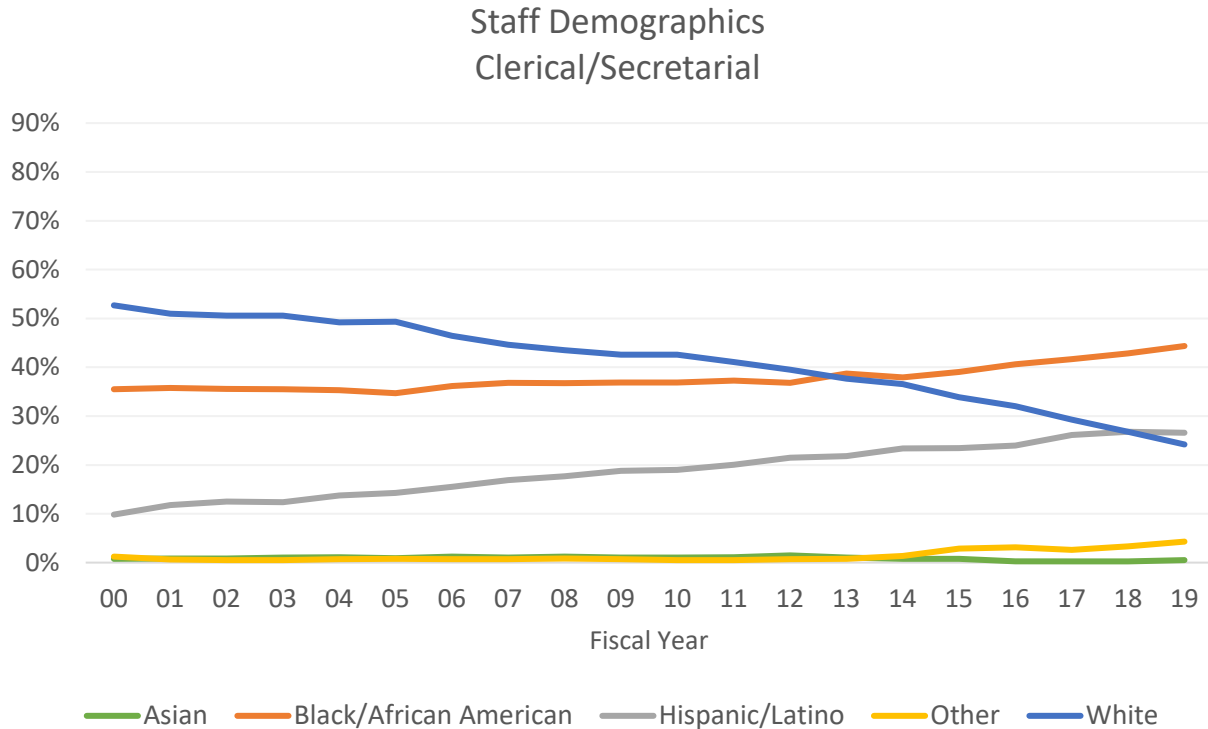


## Clerical/Secretarial Demographics

### Trends in Clerical/Secretarial Demographics

The demographics of MPS Clerical/Secretarial staff have shifted in the last twenty years with white staff decreasing from 53% to 24% and Black/African American increasing from 35% to 44%. Hispanic/Latino staff have increased from 10% to 27% and the remaining groups have seen comparatively little change (see Figure 11).

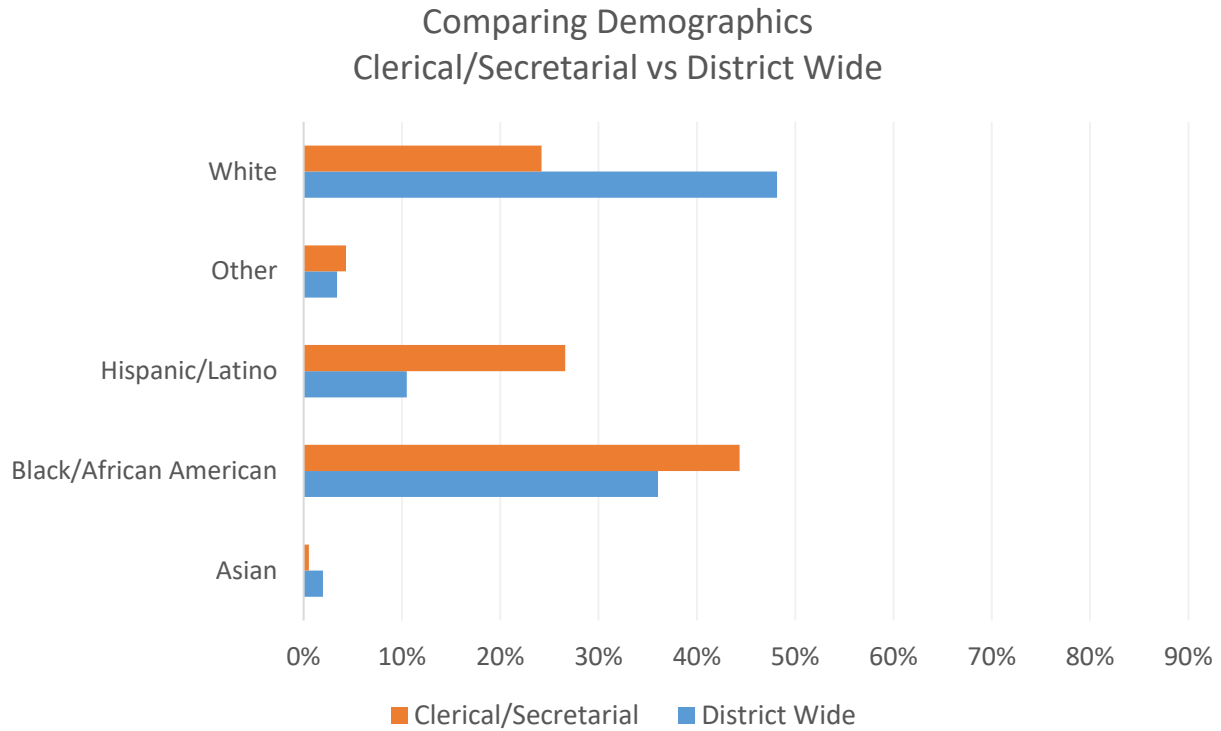
Figure 11 – Clerical/Secretarial Demographics for Fiscal Years 2000-2019



### Comparing Demographics – Clerical/Secretarial versus District Wide

Whites make up 48% of the District overall and account for 24% of the Clerical/Secretarial staff. Conversely, Hispanic/Latinos and Black/African Americans make up 11% and 36%, respectively, of the District overall and account for 27% and 44% of the Clerical/Secretarial staff, respectively (see Figure 12).

Figure 12 - Comparing the Demographics of Clerical/Secretarial to District Wide Fiscal Year 2019

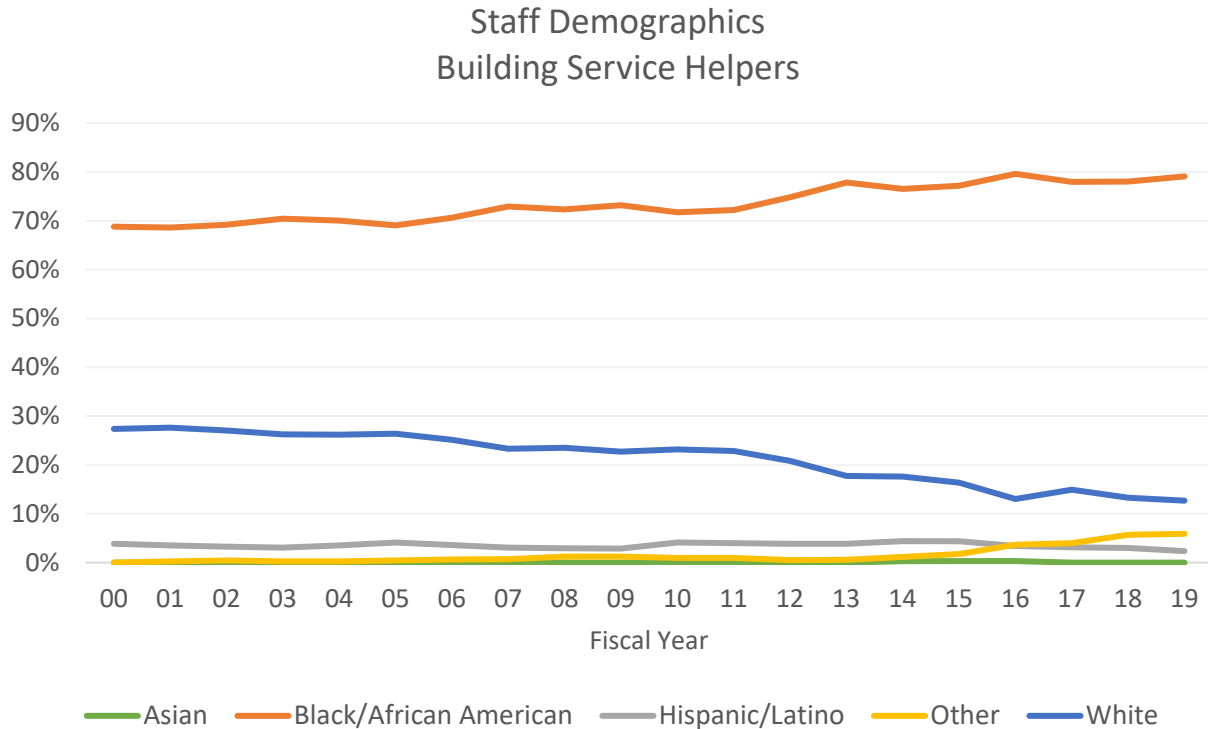


## Building Service Helpers Demographics

### Trends in Building Service Helpers Demographics

The demographics of MPS Building Service Helpers have shifted in the last twenty years with white staff decreasing from 27% to 13% and Black/African American increasing from 69% to 79%. Hispanic/Latino staff have decreased from 4% to 2% and the remaining groups have seen comparatively little change (see Figure 13).

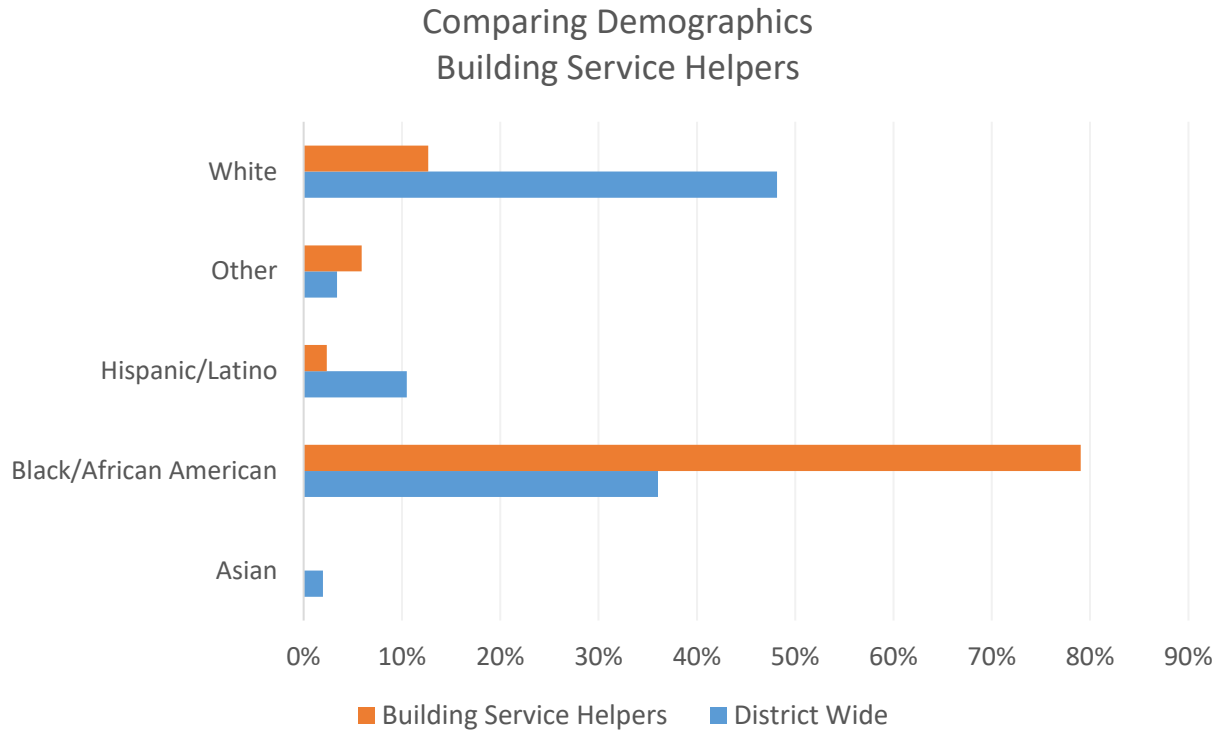
Figure 13 - Building Service Helpers Demographics for Fiscal Years 2000-2019



### Comparing Demographics – Building Service Helpers versus District Wide

Whites make up 48% of the District overall and account for 13% of the Building Service Helpers. Conversely, Hispanic/Latinos and Black/African Americans make up 11% and 36%, respectively, of the District overall and account for 2% and 79% of the Building Service Helpers, respectively (see Figure 14).

Figure 14 - Comparing the Demographics of Building Service Helpers to District Wide Fiscal Year 2019

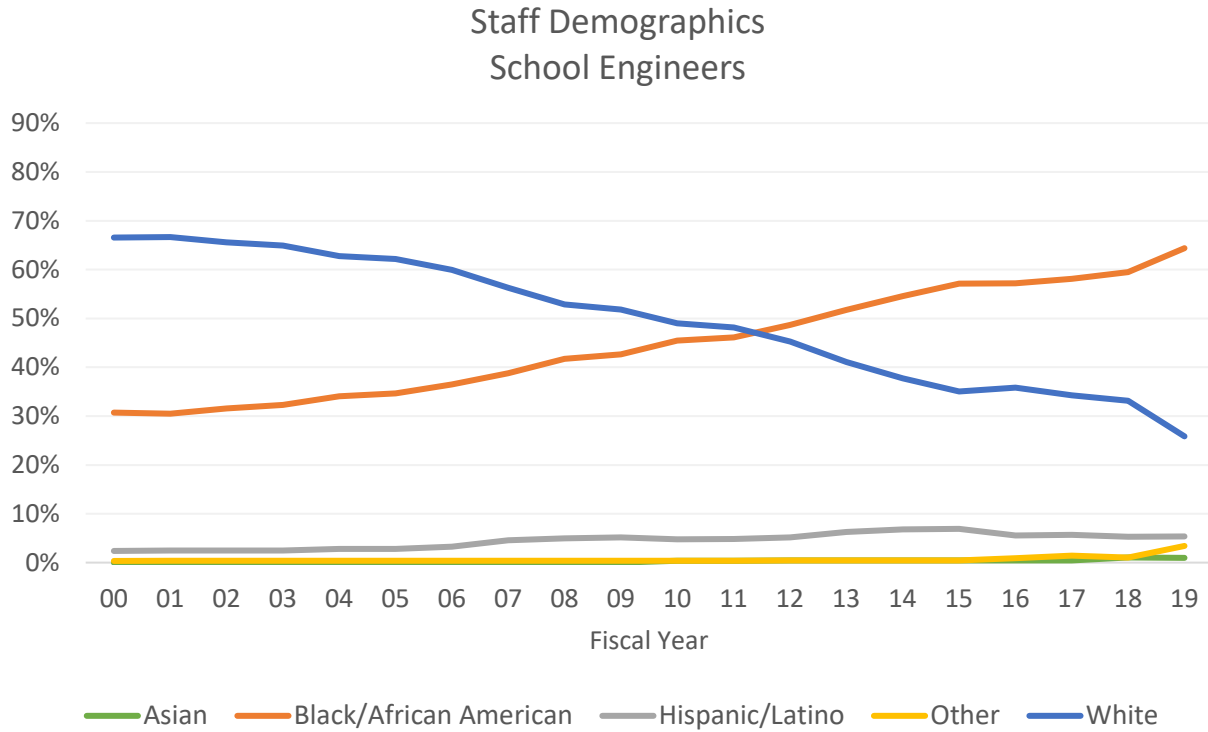


## School Engineers Demographics

### Trends in School Engineers Demographics

The demographics of MPS School Engineers have shifted in the last twenty years with white staff decreasing from 67% to 26% and Black/African American increasing from 31% to 64%. Hispanic/Latino staff have increased from 2% to 5% and the remaining groups have seen comparatively little change (see Figure 15).

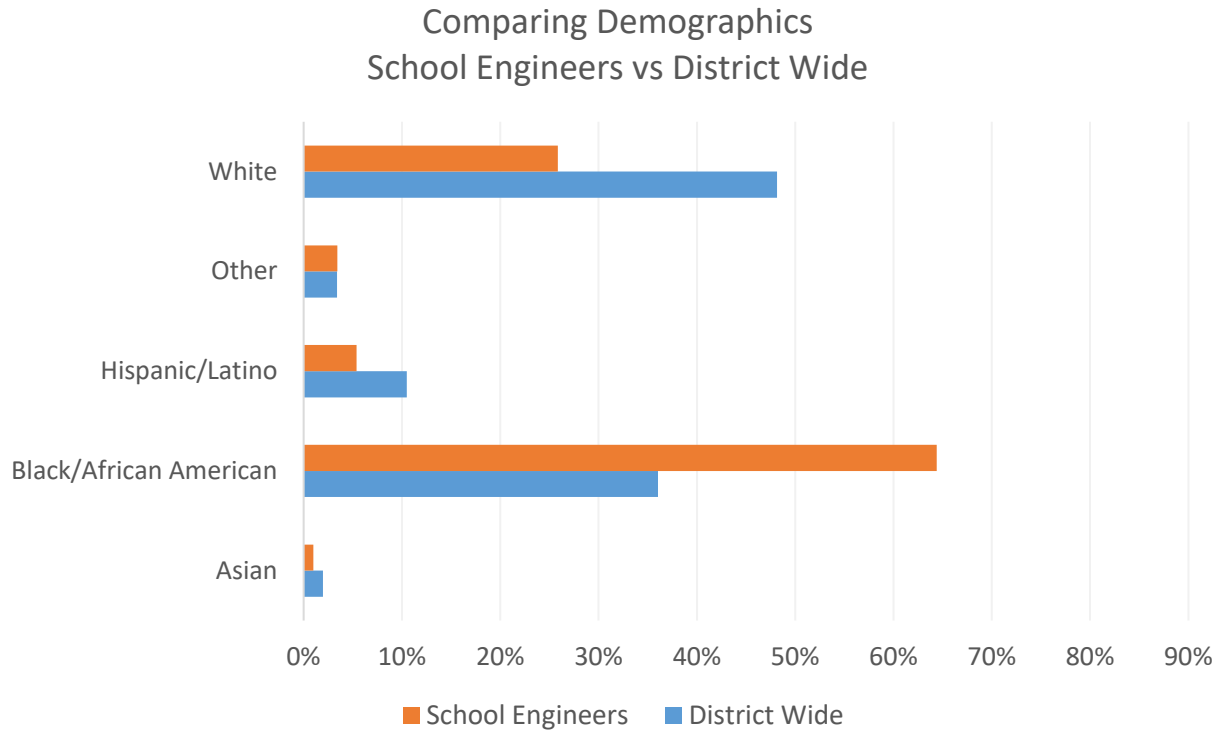
Figure 15 - School Engineers Demographics for Fiscal Years 2000-2019



### Comparing Demographics – School Engineers versus District Wide

Whites make up 48% of the District overall and account for 26% of the School Engineers. Conversely, Hispanic/Latinos and Black/African Americans make up 11% and 36%, respectively, of the District overall and account for 5% and 64% of the School Engineers, respectively (see Figure 16).

Figure 16 - Comparing the Demographics of School Engineers to District Wide Fiscal Year 2019

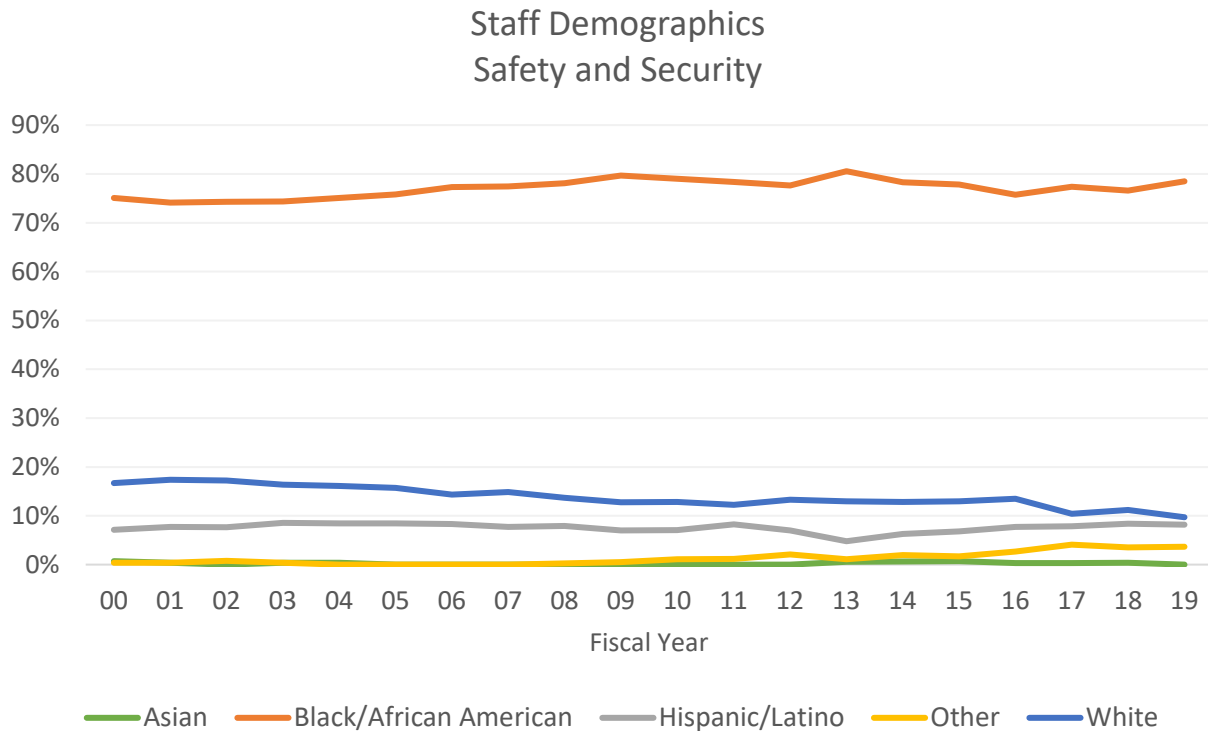


## Safety and Security Staff Demographics

### Trends in Safety and Security Staff Demographics

The demographics of MPS Safety and Security Staff have shifted in the last twenty years with white staff decreasing from 17% to 10% and Black/African American increasing from 75% to 78%. Hispanic/Latino staff have increased from 7% to 8% and the remaining groups have seen comparatively little change (see Figure 17).

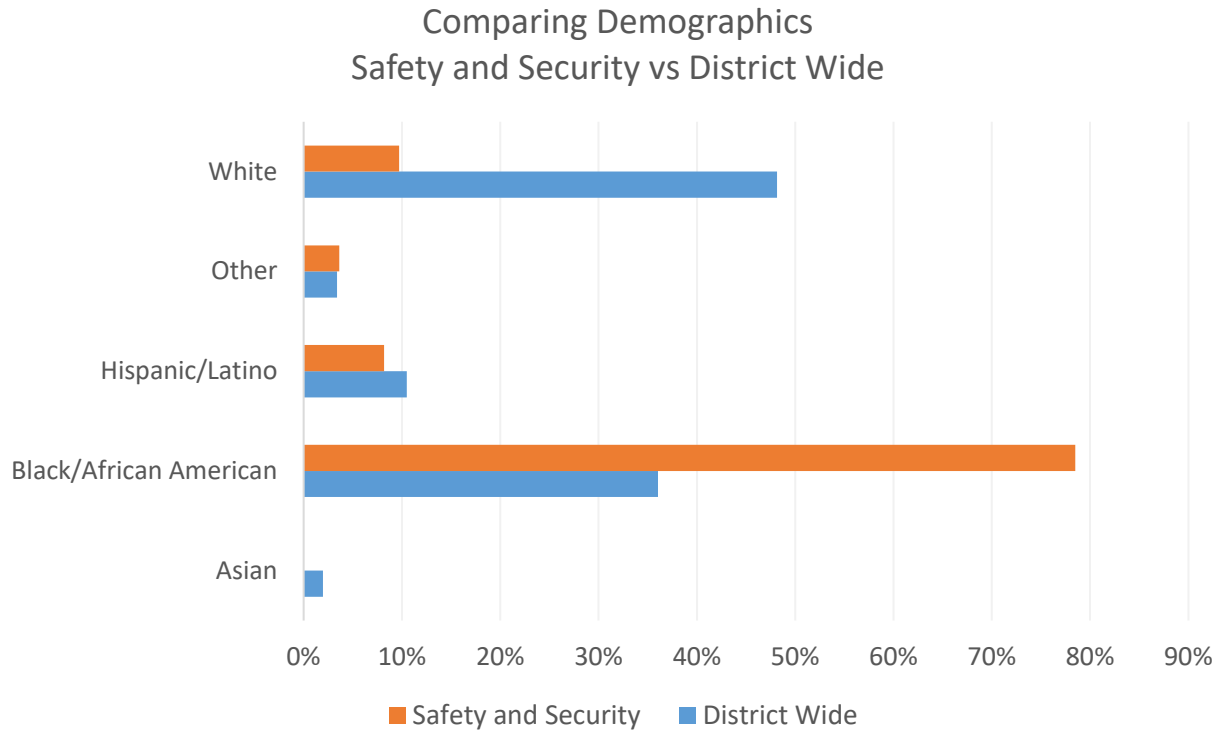
Figure 17 - School Engineers Demographics for Fiscal Years 2000-2019



### Comparing Demographics – Safety and Security Staff versus District Wide

Whites make up 48% of the District overall and account for 10% of the Safety and Security Staff. Conversely, Hispanic/Latinos and Black/African Americans make up 11% and 36%, respectively, of the District overall and account for 8% and 78% of the Safety and Security Staff, respectively (see Figure 18).

Figure 18 - Comparing the Demographics of Safety and Security Staff to District Wide Fiscal Year 2019



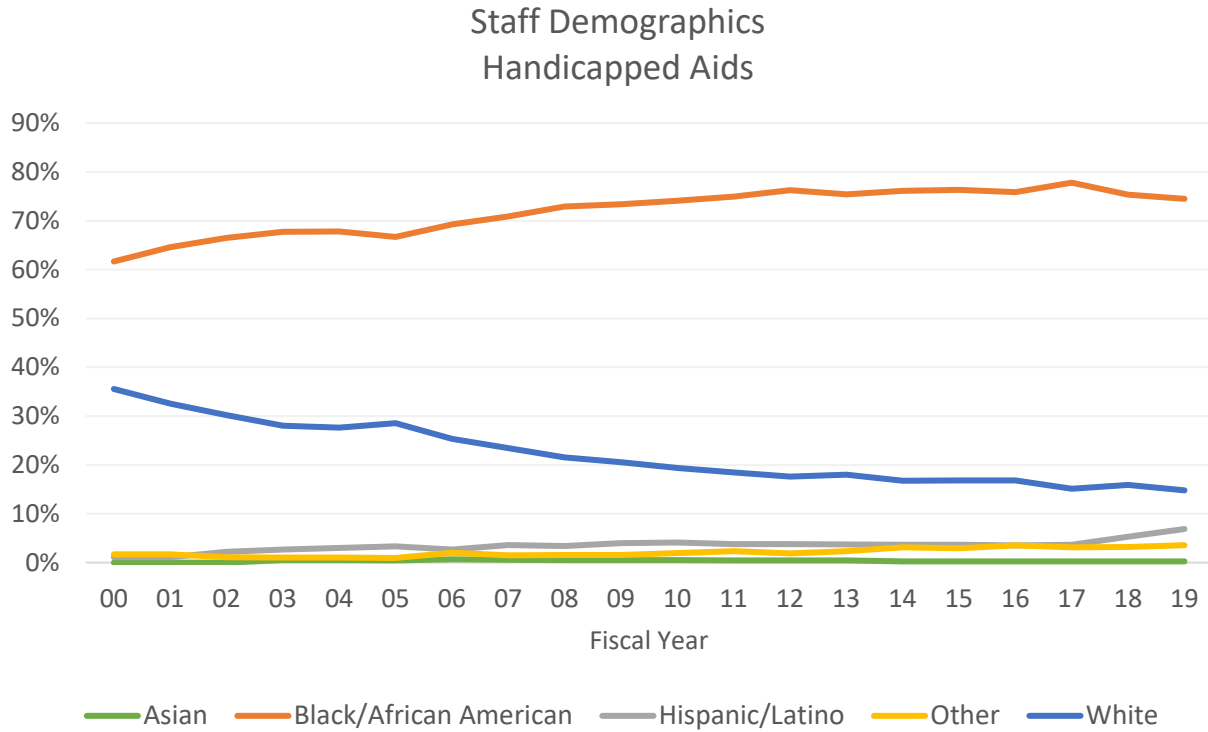


## Handicapped Aids Demographics

### Trends in Handicapped Aids Demographics

The demographics of MPS Handicapped Aids have shifted in the last twenty years with white staff decreasing from 36% to 15% and Black/African American increasing from 62% to 74%. Hispanic/Latino staff have increased from 1% to 7% and the remaining groups have seen comparatively little change (see Figure 19).

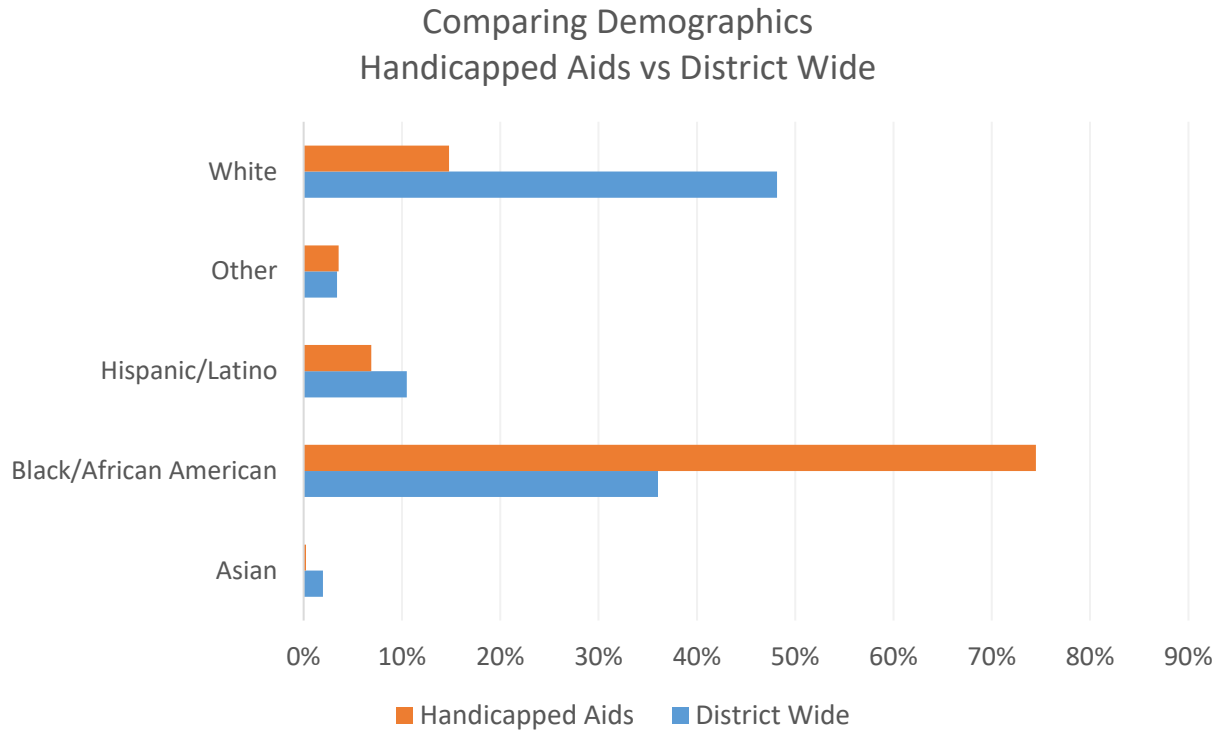
Figure 19 - Handicapped Aids Demographics for Fiscal Years 2000-2019



### Comparing Demographics – Handicapped Aids versus District Wide

Whites make up 48% of the District overall and account for 15% of the Handicapped Aids. Conversely, Hispanic/Latinos and Black/African Americans make up 11% and 36%, respectively, of the District overall and account for 7% and 74% of the Handicapped Aids, respectively (see Figure 20).

Figure 20 - Comparing the Demographics of Handicapped Aids to District Wide Fiscal Year 2019

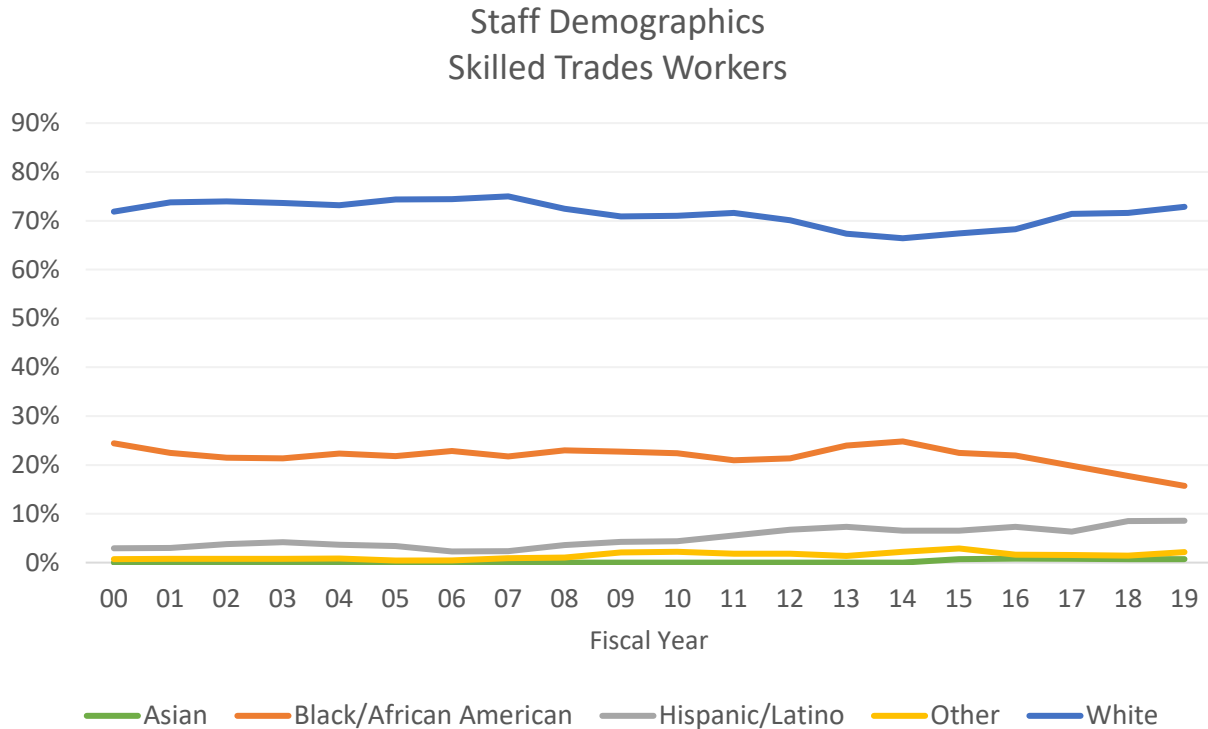


## Skilled Trades Workers Demographics

### Trends in Skilled Trades Workers Demographics

The demographics of MPS Skilled Trades Workers have shifted in the last twenty years with white staff increasing from 72% to 73% and Black/African American decreasing from 24% to 16%. Hispanic/Latino staff have increased from 3% to 9% and the remaining groups have seen comparatively little change (see Figure 21).

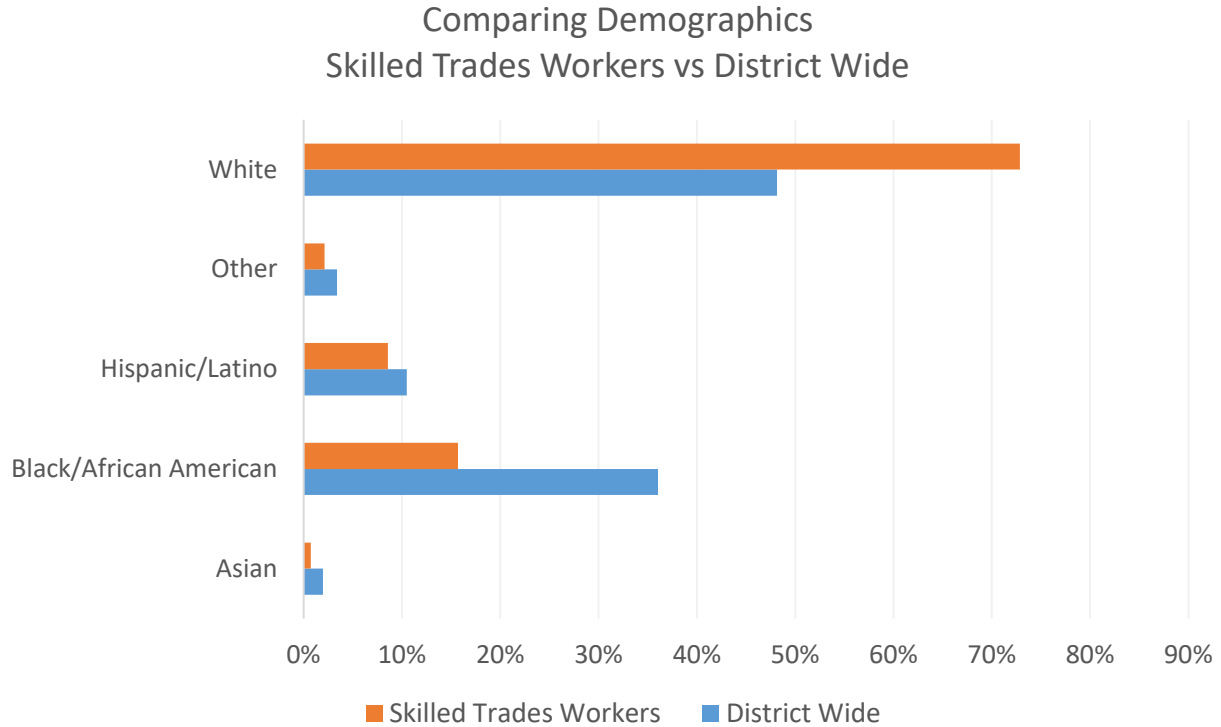
Figure 21 - Skilled Trades Workers Demographics for Fiscal Years 2000-2019



### Comparing Demographics – Skilled Trades Workers versus District Wide

Whites make up 48% of the District overall and account for 73% of the Skilled Trades Workers. Conversely, Hispanic/Latinos and Black/African Americans make up 11% and 36%, respectively, of the District overall and account for 9% and 16% of the Skilled Trades Workers, respectively (see Figure 22).

Figure 22 - Comparing the Demographics of Skilled Trades Workers to District Wide Fiscal Year 2019

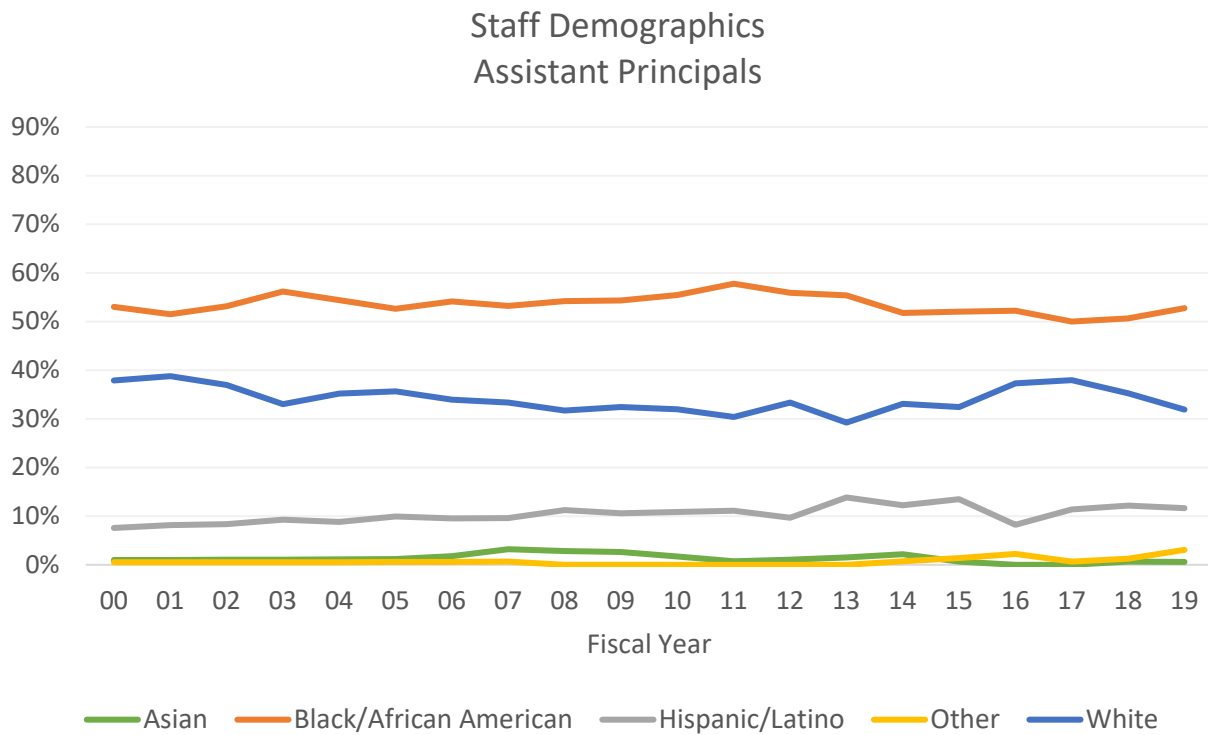


## Assistant Principals Demographics

### Trends in Assistant Principals Demographics

The demographics of MPS Assistant Principals have shifted in the last twenty years with white staff decreasing from 38% to 32% and Hispanic/Latino staff increasing from 8% to 12% and the remaining groups have seen comparatively little change (see Figure 23).

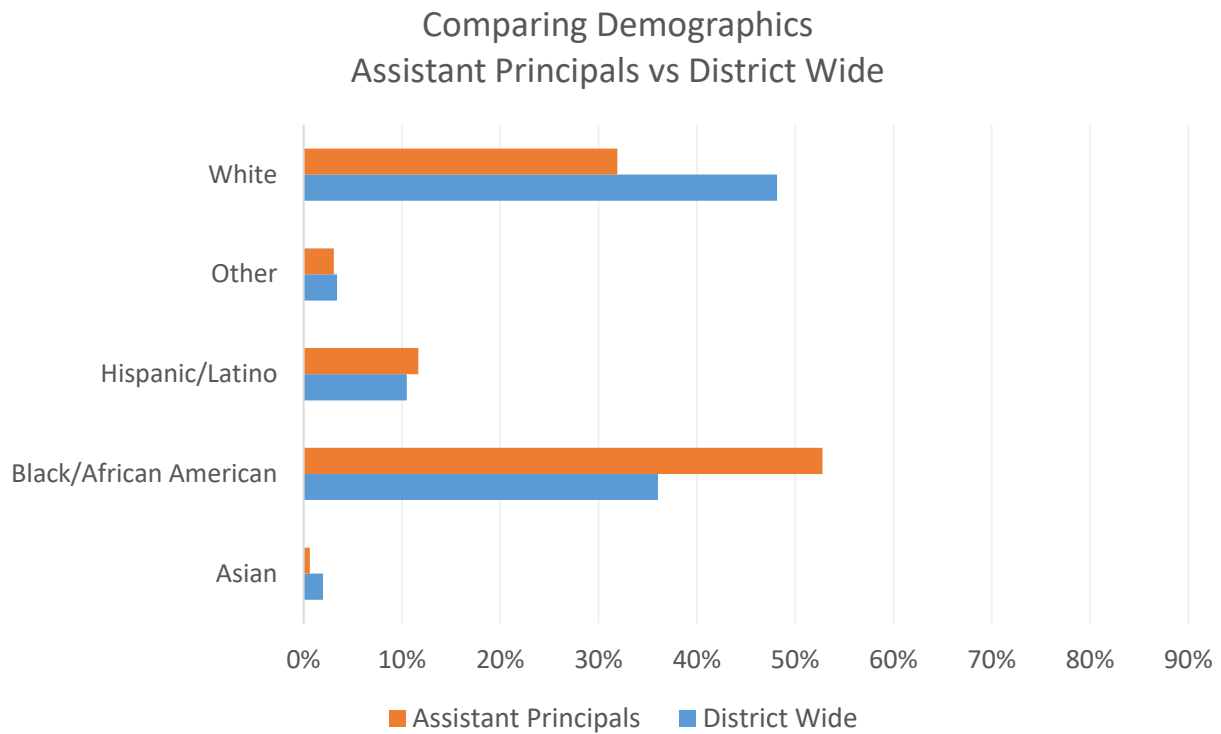
Figure 23 - Assistant Principals Demographics for Fiscal Years 2000-2019



### Comparing Demographics – Assistant Principals versus District Wide

Whites make up 48% of the District overall and account for 32% of the Assistant Principals. Conversely, Hispanic/Latinos and Black/African Americans make up 11% and 36%, respectively, of the District overall and account for 12% and 53% of the Assistant Principals, respectively (see Figure 24).

Figure 24 - Comparing the Demographics of Assistant Principals to District Wide Fiscal Year 2019

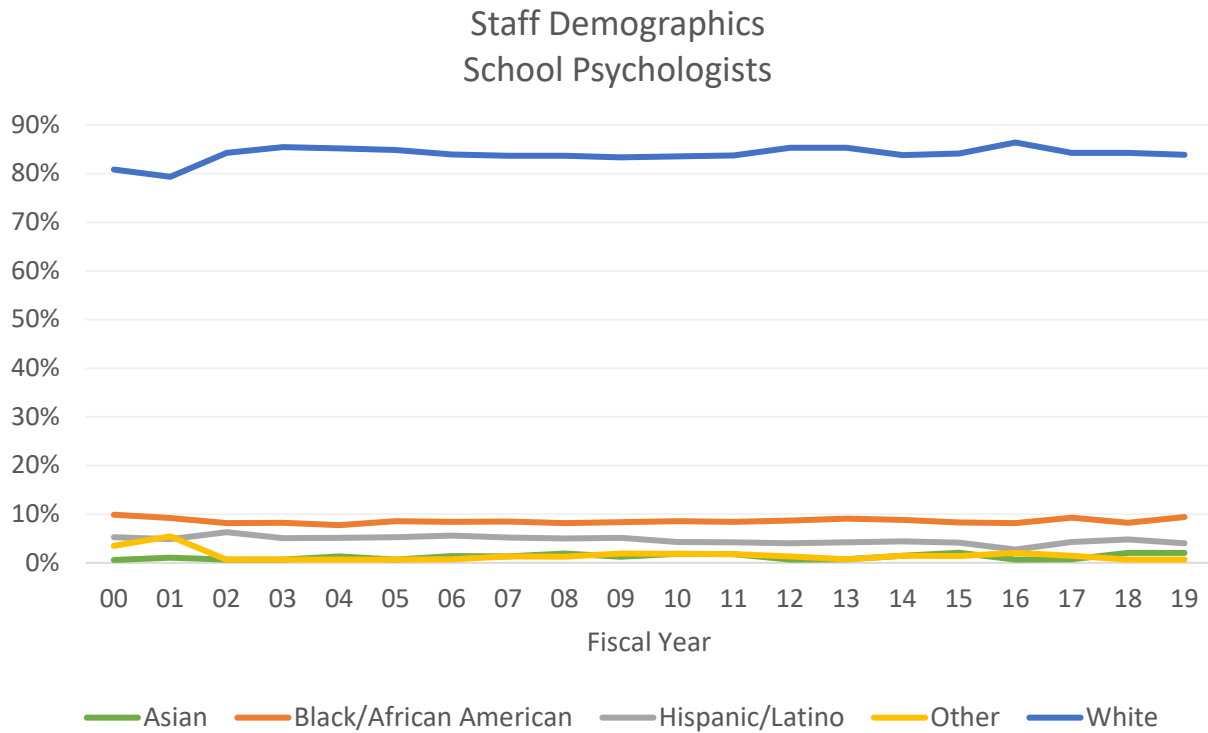


## School Psychologists Demographics

### Trends in School Psychologists Demographics

The demographics of MPS School Psychologists have shifted in the last twenty years with white staff increasing from 81% to 84% and Hispanic/Latino staff decreasing from 5% to 4% and the remaining groups have seen comparatively little change (see Figure 25).

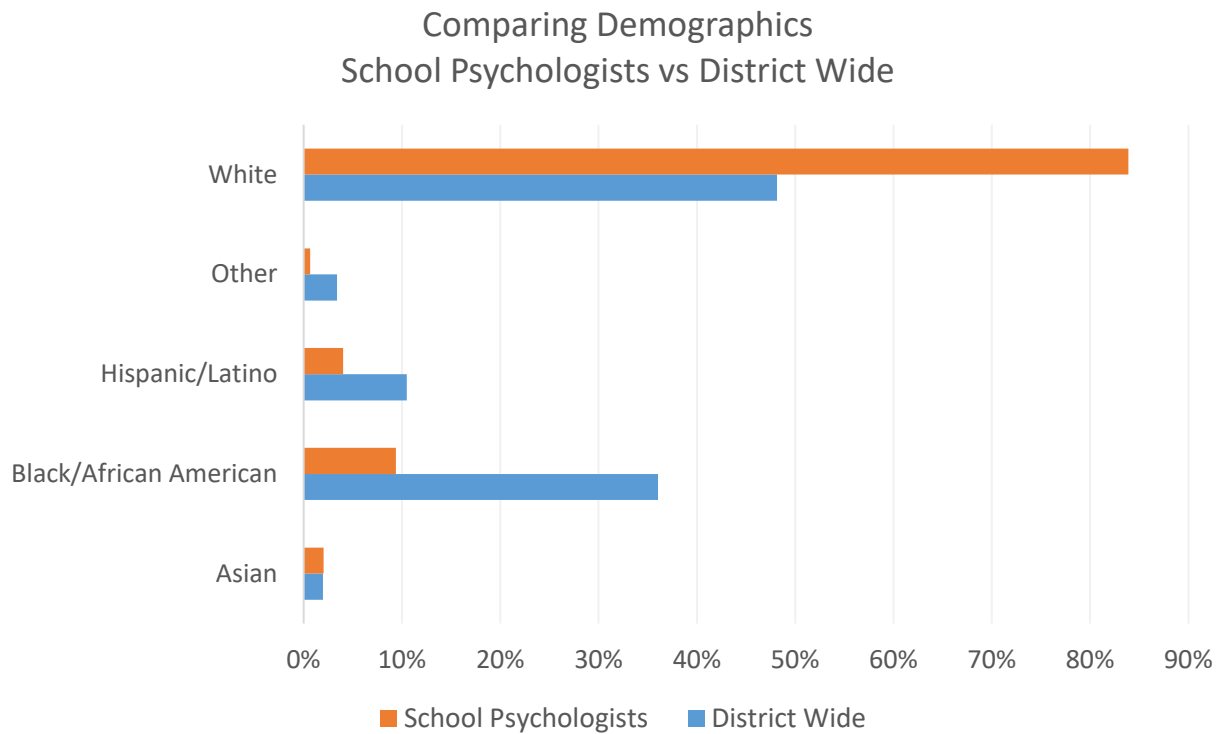
Figure 25 - School Psychologists Demographics for Fiscal Years 2000-2019



### Comparing Demographics – School Psychologists versus District Wide

Whites make up 48% of the District overall and account for 84% of the School Psychologists. Conversely, Hispanic/Latinos and Black/African Americans make up 11% and 36%, respectively, of the District overall and account for 4% and 9% of the School Psychologists, respectively (see Figure 26).

Figure 26 - Comparing the Demographics of School Psychologists to District Wide Fiscal Year 2019



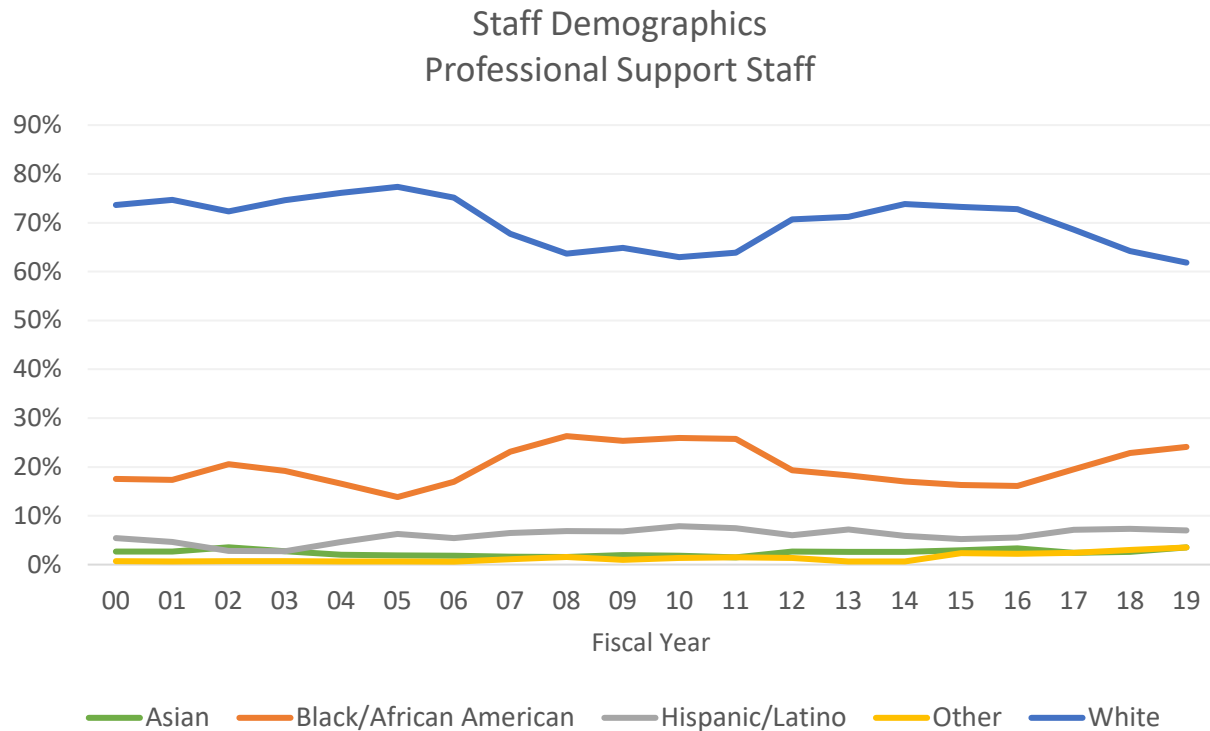


## Professional Support Staff Demographics

### Trends in Professional Support Staff Demographics

The demographics of MPS Professional Support Staff have shifted in the last twenty years with white staff decreasing from 73% to 62% and Black/African American increasing from 18% to 24%. Hispanic/Latino staff have increased from 5% to 7% and the remaining groups have seen comparatively little change (see Figure 27).

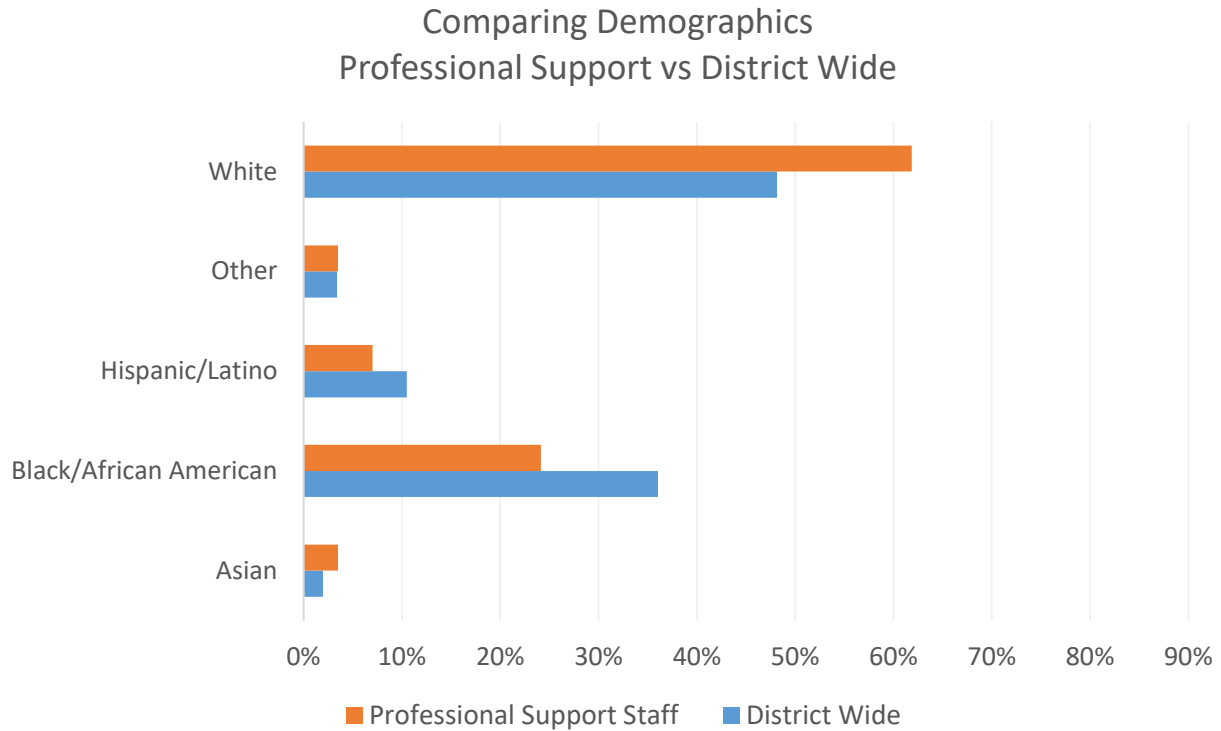
Figure 27 - Professional Support Staff Demographics for Fiscal Years 2000-2019



### Comparing Demographics – Professional Support Staff versus District Wide

Whites make up 48% of the District overall and account for 62% of the Professional Support Staff. Conversely, Hispanic/Latinos and Black/African Americans make up 11% and 36%, respectively, of the District overall and account for 7% and 24% of the Professional Support Staff, respectively (see Figure 28).

Figure 28 - Comparing the Demographics of Professional Support Staff to District Wide Fiscal Year 2019

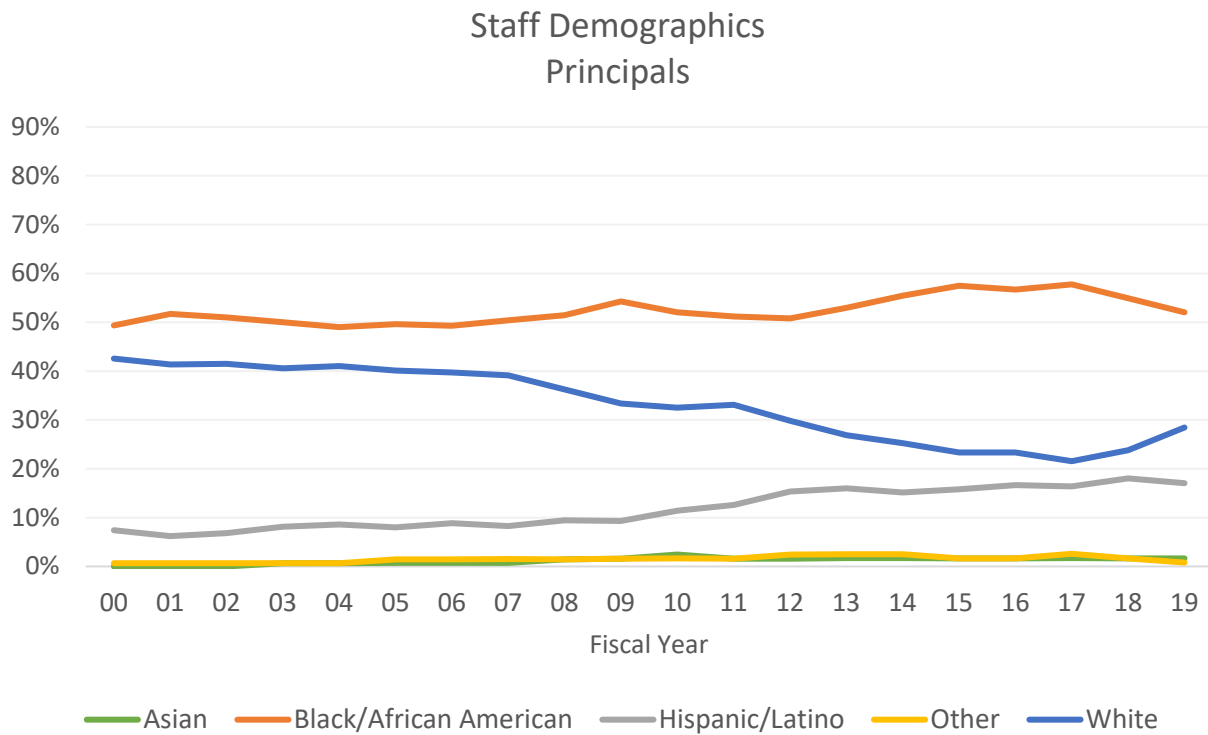


## Principal Demographics

### Trends in Principal Demographics

The demographics of MPS Principals have shifted in the last twenty years with white staff decreasing from 43% to 28% and Black/African American increasing from 49% to 52%. Hispanic/Latino staff have increased from 7% to 17% and the remaining groups have seen comparatively little change (see Figure 29).

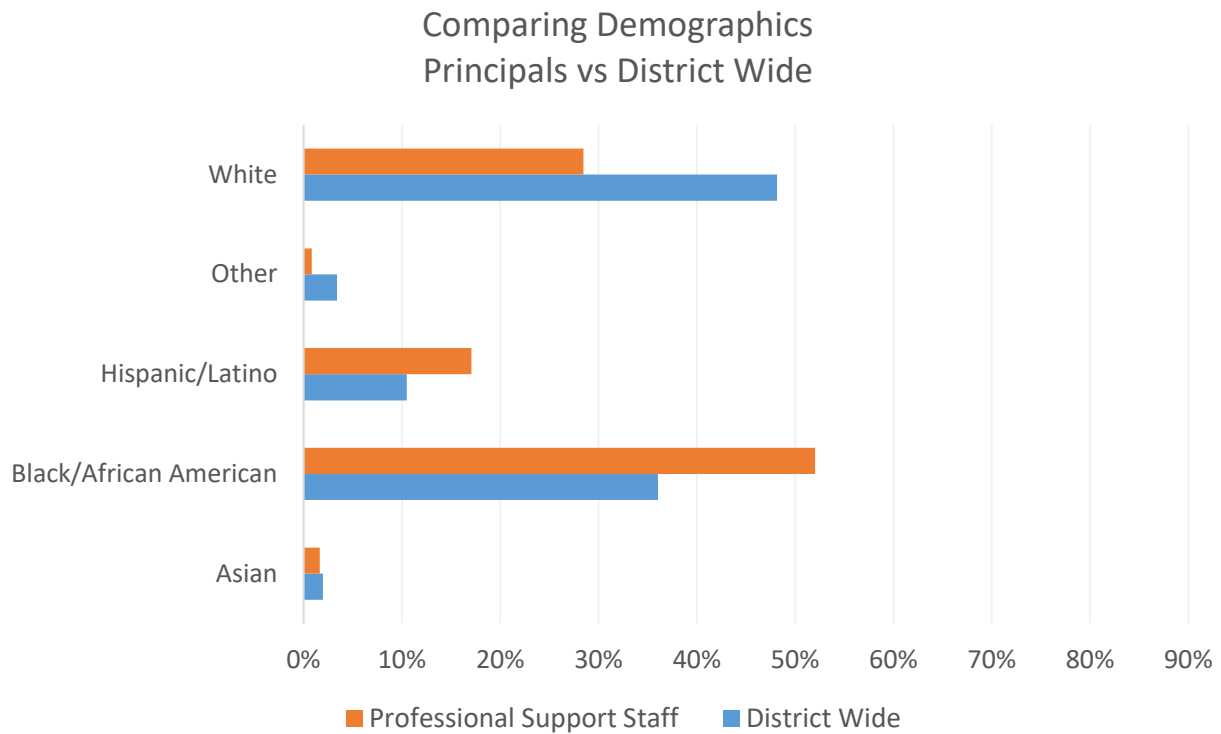
Figure 29 - Principal Demographics for Fiscal Years 2000-2019



### Comparing Demographics – Principals versus District Wide

Whites make up 48% of the District overall and account for 28% of the Principals. Conversely, Hispanic/Latinos and Black/African Americans make up 11% and 36%, respectively, of the District overall and account for 17% and 52% of the Principals, respectively (see Figure 30).

Figure 30 - Comparing the Demographics of Principals to District Wide Fiscal Year 2019

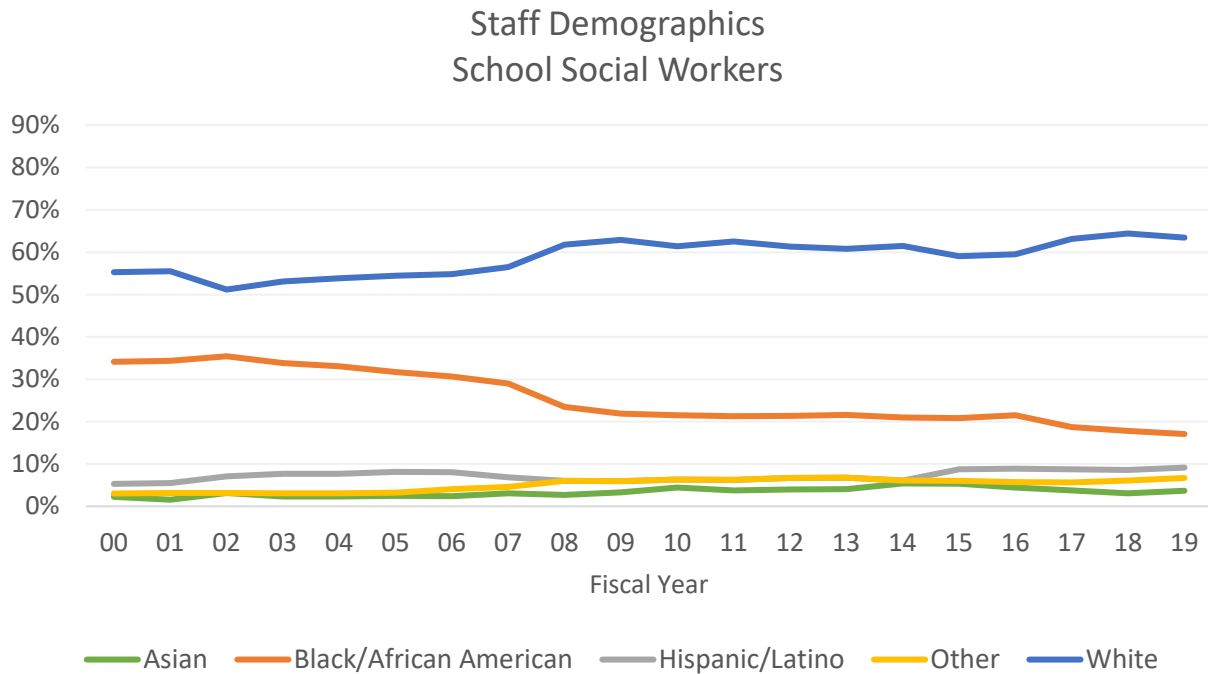


## School Social Workers Demographics

### Trends in School Social Workers Demographics

The demographics of MPS School Social Workers have shifted in the last twenty years with white staff increasing from 55% to 63% and Black/African American decreasing from 34% to 17%. Hispanic/Latino staff have increased from 5% to 9% and the remaining groups have seen comparatively little change (see Figure 31).

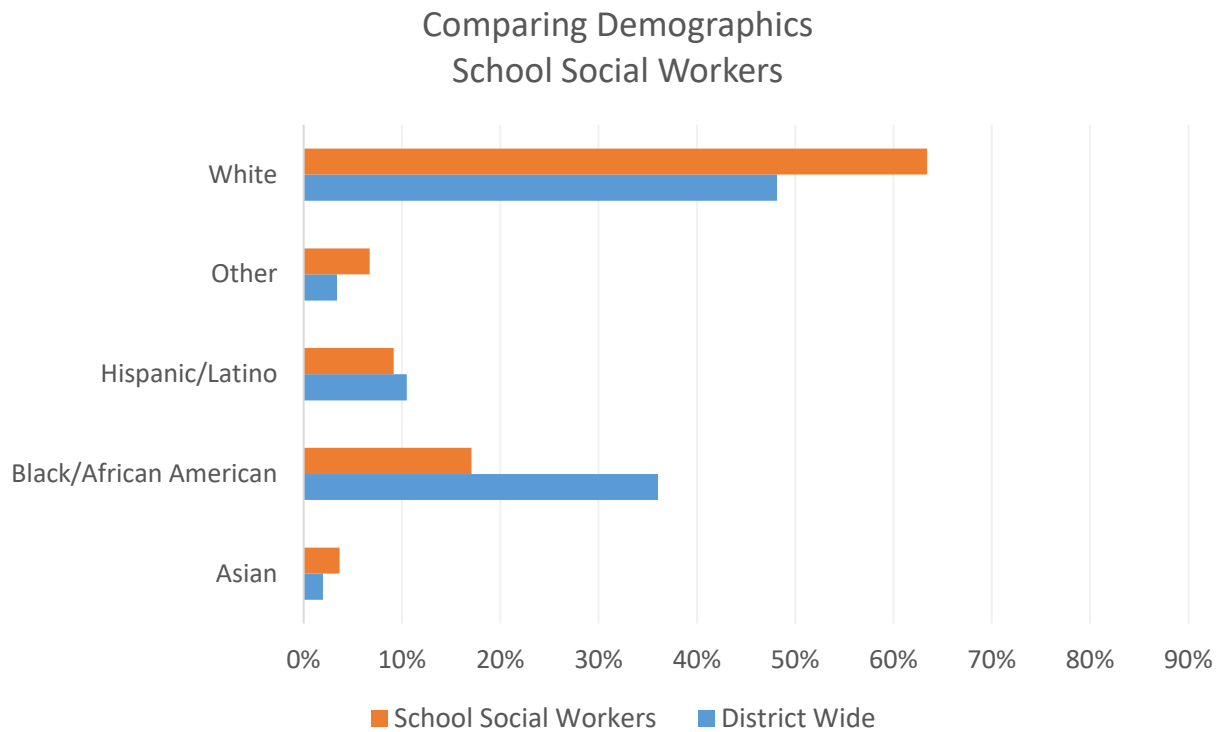
Figure 31 - School Social Worker Demographics for Fiscal Years 2000-2019



### Comparing Demographics – School Social Workers versus District Wide

Whites make up 48% of the District overall and account for 63% of the School Social Workers. Conversely, Hispanic/Latinos and Black/African Americans make up 11% and 36%, respectively, of the District overall and account for 9% and 17% of the School Social Workers, respectively (see Figure 32).

Figure 32 - Comparing the Demographics of School Social Workers to District Wide Fiscal Year 2019

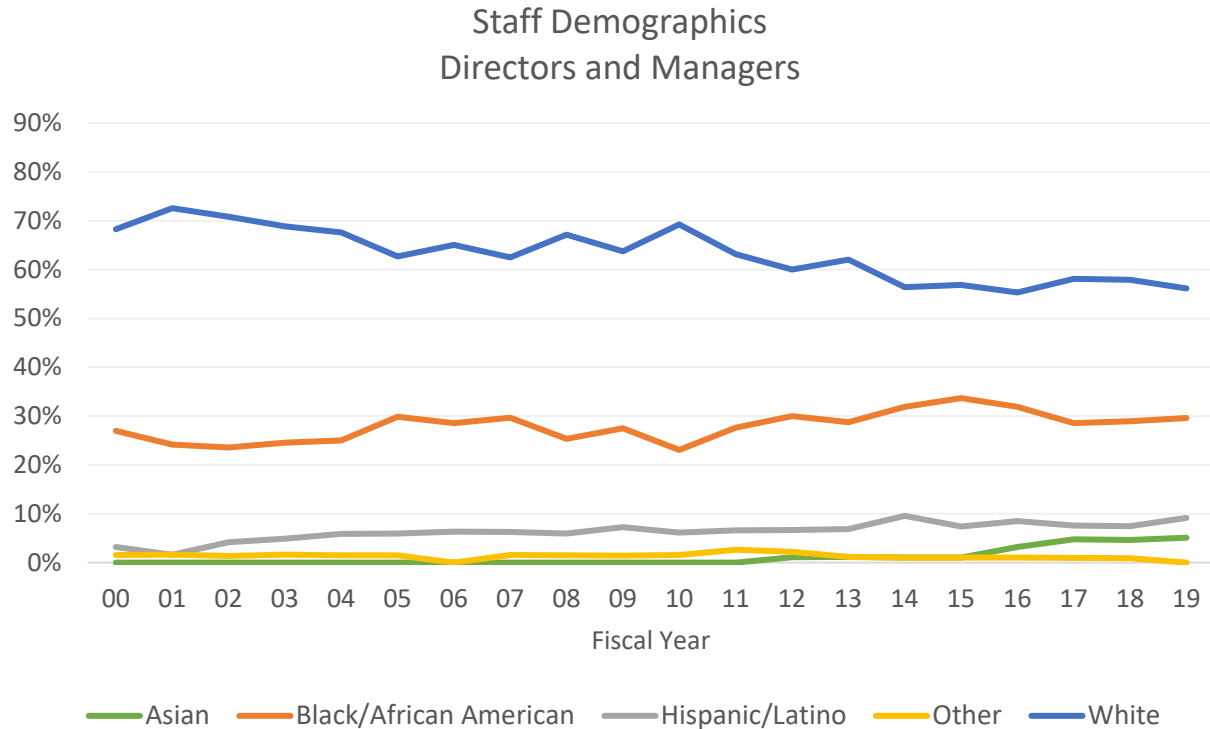


## Directors and Managers Demographics

### Trends in Directors and Managers Demographics

The demographics of MPS Directors and Managers have shifted in the last twenty years with white staff decreasing from 68% to 56% and Black/African American increasing from 27% to 30%. Hispanic/Latino staff have increased from 3% to 9% and the remaining groups have seen comparatively little change (see Figure 33).

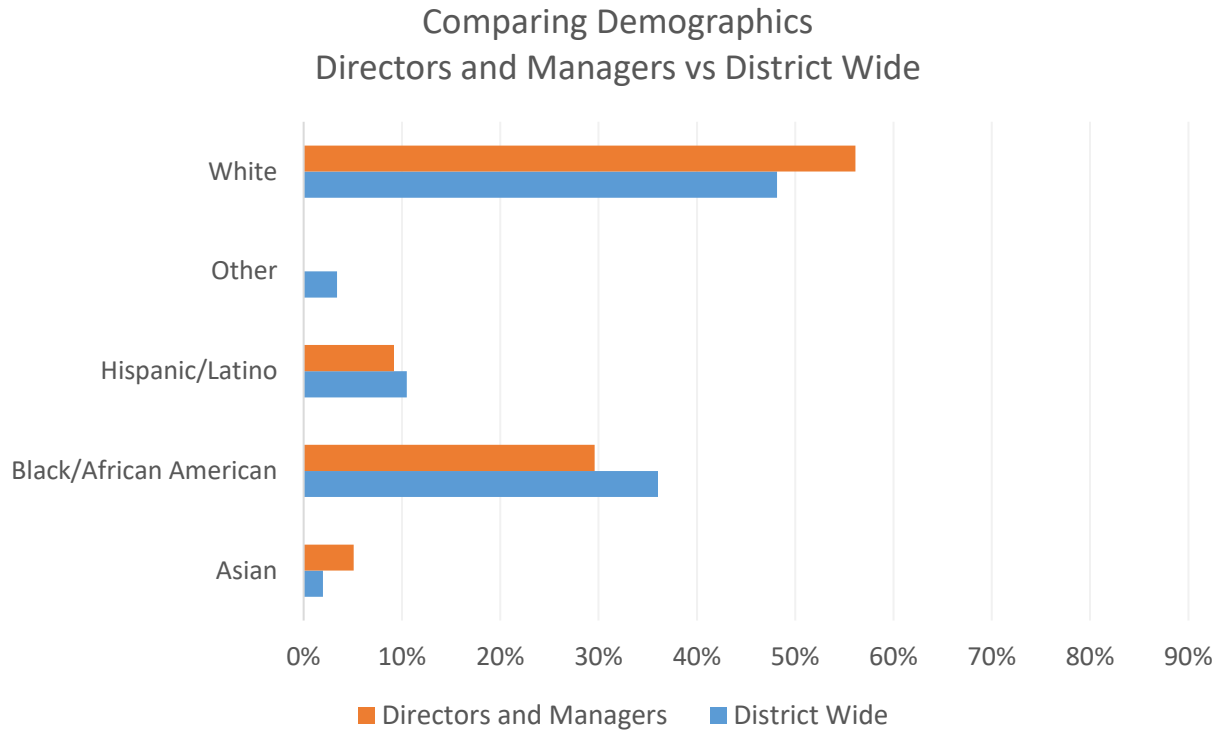
Figure 33 - Directors and Managers Demographics for Fiscal Years 2000-2019



### Comparing Demographics – Directors and Managers versus District Wide

Whites make up 48% of the District overall and account for 56% of the Directors and Managers. Conversely, Hispanic/Latinos and Black/African Americans make up 11% and 36%, respectively, of the District overall and account for 9% and 30% of the Directors and Managers, respectively (see Figure 34).

Figure 34 - Comparing the Demographics of Directors and Managers to District Wide Fiscal Year 2019





## Applicant Pools and Hired Candidates

The percentage of applicants by their demographics for select positions for the period December 2017 through December 2018 is presented in Table 2. For example, 89% of the applicants for School Safety Assistant were African American.

*Table 2 - 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%

The number of applicants, their breakout by demographic by select position, and the percentage hired for the period December 2017 through December 2018 is presented in Table 3. For example, 100% of the 62 Hispanic applicants to Certificated Staff positions were hired.

*Table 3 – 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%

## Distribution of Demographics by School

A histogram presenting the number schools with a given percentage of staff that make up an individual demographic is presented for Whites (Figure 35), African Americans (Figure 36), Hispanic (Figure 37), and Asian/Pacific Islander (Figure 38). A complete listing of the demographic breakout by school is presented in Appendix 1.

Figure 35 – Histogram of Number of Schools with Percentage of White Staff (September 21 2018)

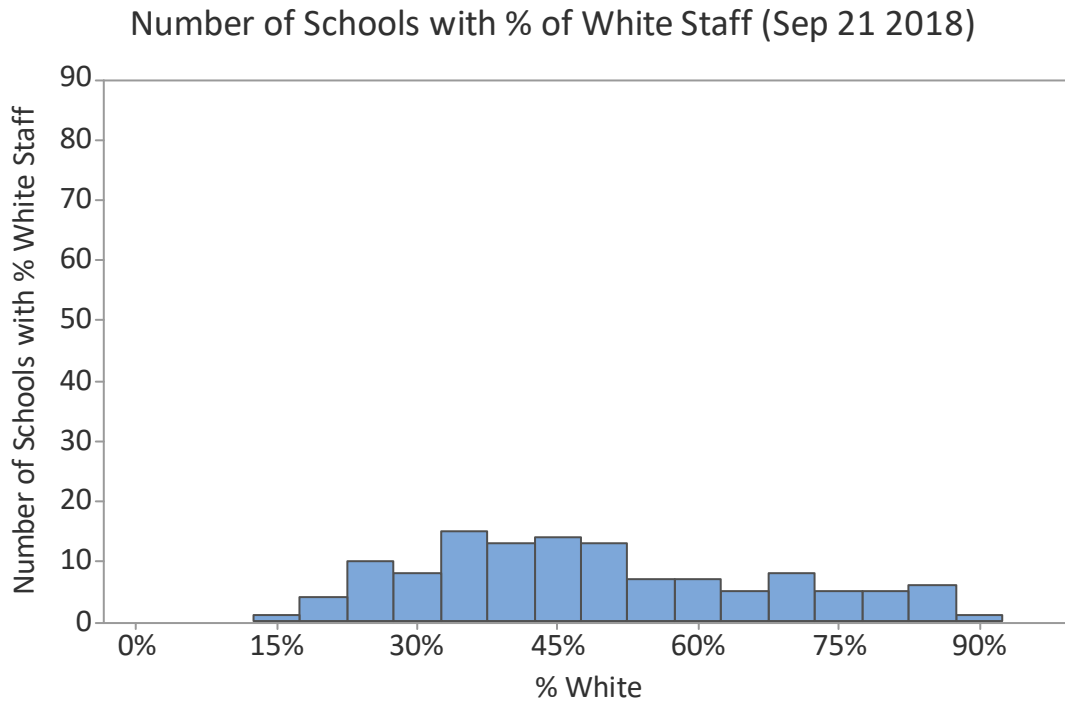


Figure 36 - Histogram of Number of Schools with Percentage of African American Staff (September 21 2018)

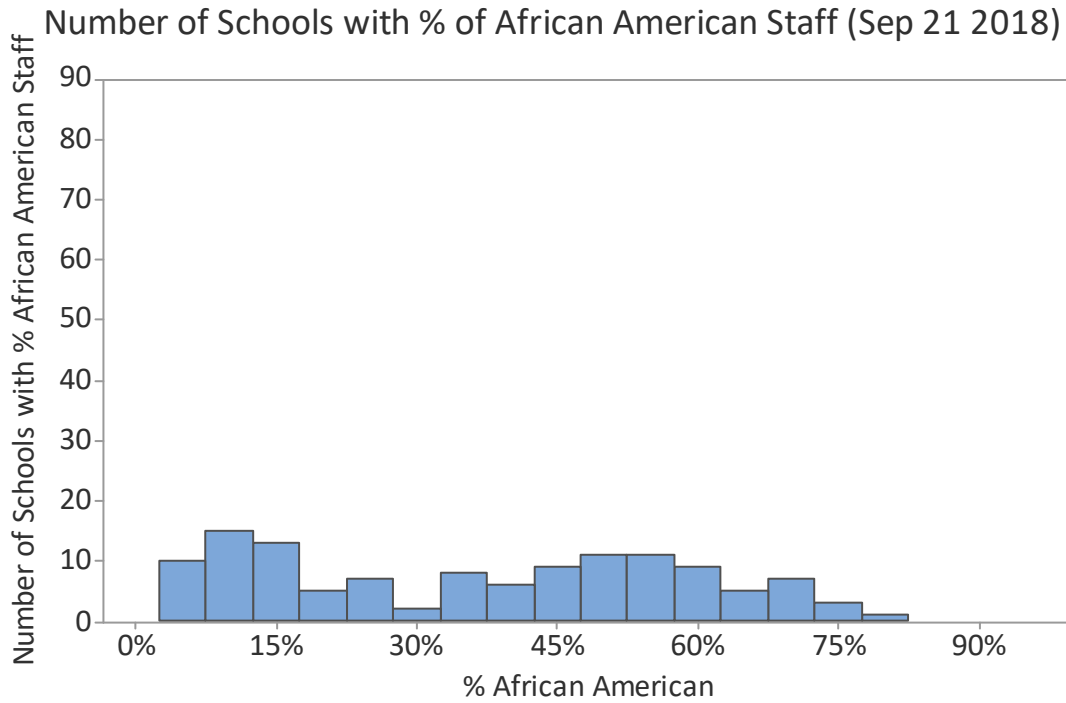


Figure 37 - Histogram of Number of Schools with Percentage of Hispanic Staff (September 21 2018)

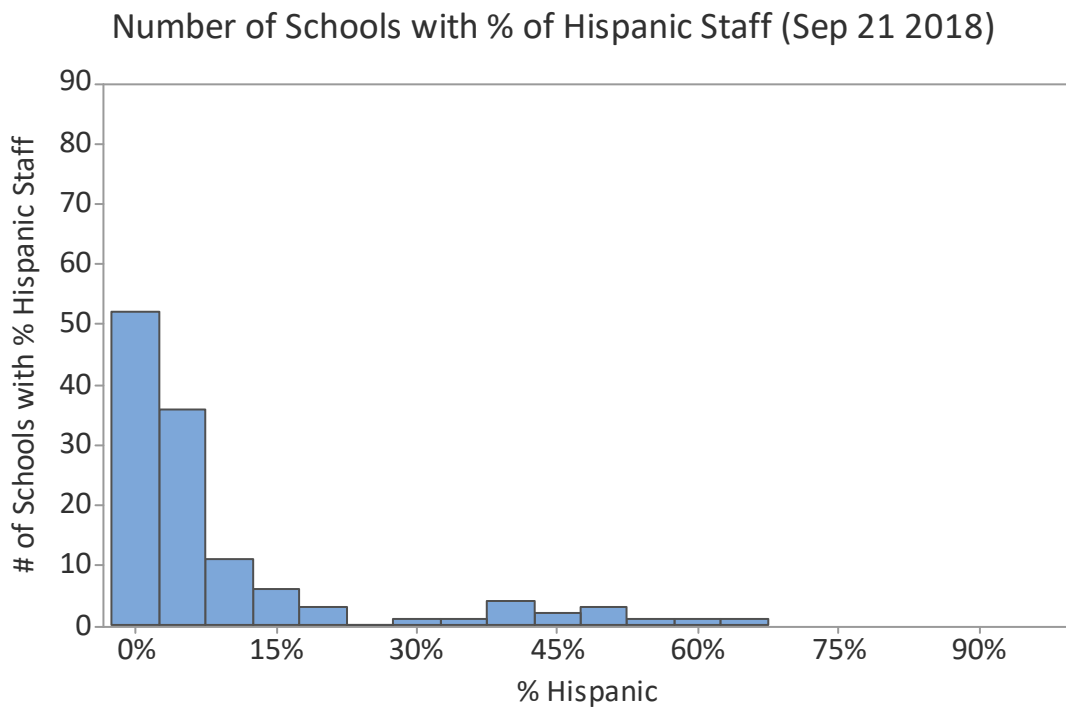
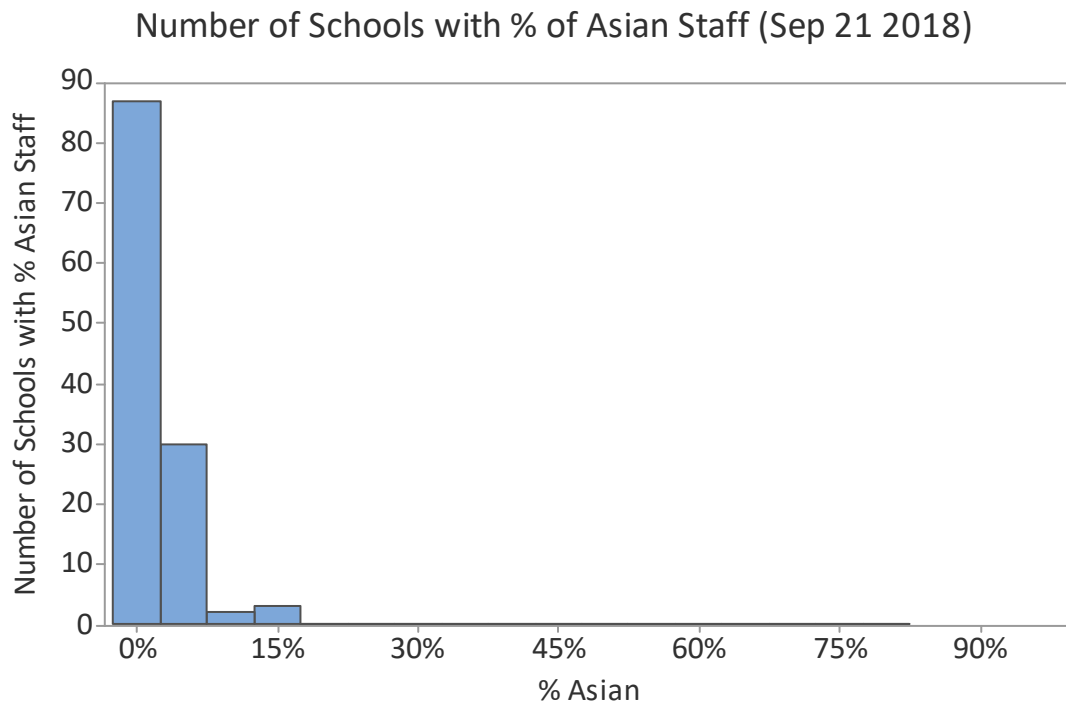


Figure 38 - Histogram of Number of Schools with Percentage of Asian Staff (September 21 2018)



## Discussion

There are key findings:

- When comparing the diversification of workforce at the position level to the diversification of workforce at the district-wide level one finds wide variation and deviation from district average. For example, whites make up 48% of the District overall and account for 84% of the School Psychologists.
- This observed variation in diversification at the position level is also observed in the applicants to the respective positions.
- The hire rate for applicants over the last year for frequently occurring positions was above 80% for every demographic.
- When comparing the diversification of workforce at the school level to the diversification of workforce at the district-wide level, one finds wide variation and deviation from district average.

The analysis contains the following limitations:

- The analysis of applicants and those ultimately hired considered a lookback period of only one year and was limited by the collapsing of all certificated positions (Teachers, Social Workers, Psychologists) into one category for analysis.

The uneven distribution of staff demographically throughout district positions and schools may reflect certain community realities or even policy/programming requirements when considering bilingual education. The impact, if one exists, of this uneven distribution on the District's commitment to equity is unknown at this time.

## Appendix 1

Summary of Staff Demographics by School as of September 21, 2018 (Third Friday).

School Name	# of Staff	% White	% Black	% Hispanic	% Asian	% Other
Acad Of Accelerated Learning	61	69%	11%	3%	16%	
Alba	59	27%	12%	61%		
Alcott School	33	76%	12%	6%	3%	3%
Allen-Field School	85	41%	8%	41%	2%	7%
Alliance School	25	60%	24%	4%	4%	8%
Audubon Hs	37	68%	11%	19%		3%
Audubon Tech & Comm Ctr Ms	61	56%	21%	16%		7%
Auer Avenue School	38	32%	58%	8%		3%
Barbee Montessori School	39	46%	49%			5%
Barton School	42	40%	60%			
Bay View Hs	98	70%	19%	8%	1%	1%
Bay View Montessori School	27	74%	11%	4%	4%	7%
Bethune Academy	67	52%	39%	1%	7%	
Bradley Technology And Trade	95	62%	27%	5%	2%	3%
Brown Street Academy	45	49%	42%	4%	2%	2%
Browning School	51	27%	67%	2%		4%
Bruce School	34	35%	56%	3%	3%	3%
Bryant School	36	47%	50%		3%	
Burbank School	77	65%	16%	5%	5%	9%
Burdick School	48	85%	8%	4%	2%	
Carson Academy	54	28%	69%	2%		2%
Carver Academy	50	38%	54%		2%	6%
Cass Street School	52	50%	46%		2%	2%
Clarke Street School	46	35%	57%	2%	2%	4%
Clemens School	37	49%	43%	3%	3%	3%
Clement Avenue School	42	86%	5%	5%	2%	2%
Congress School	82	28%	71%		1%	
Cooper School	47	83%	13%	2%		2%
Craig Montessori School	42	55%	38%	5%		2%
Curtin Leadership Academy	26	88%	4%	8%		
Doerfler School	73	36%	12%	45%		7%
Douglas	23	26%	74%			
Eighty-First Street School	48	56%	40%			4%
Elm Creative Arts School	48	46%	52%		2%	
Emerson School	42	43%	52%		2%	2%
Engleburg School	49	45%	49%	2%	2%	2%
Fairview School	76	70%	12%	9%	4%	5%
Fernwood Montessori School	68	79%	7%	4%	1%	7%

*Appendix 1 continued*

School Name	# of Staff	% White	% Black	% Hispanic	% Asian	% Other
Fifty-Third Street School	57	28%	67%	2%	2%	2%
Forest Home Avenue School	99	46%	8%	42%	1%	2%
Franklin School	63	41%	51%	2%	2%	5%
Fratney School	52	25%	19%	52%	2%	2%
Gaenslen School	125	52%	42%	3%	2%	1%
Garland School	60	80%	3%	13%		3%
Goodrich School	34	56%	44%			
Grant School	65	72%	17%	8%		3%
Grantosa Drive School	87	46%	45%	2%	1%	6%
Green Bay	25	36%	56%	4%		4%
Greenfield School	74	34%	11%	53%	1%	1%
Gropi Hs	22	27%	68%			5%
Hamilton Hs	169	58%	17%	14%	6%	5%
Hampton School	34	62%	26%		6%	6%
Hartford University School	57	51%	42%	2%	4%	2%
Hawley Environmental School	35	66%	23%	3%	6%	3%
Hawthorne School	46	46%	48%			7%
Hayes Bilingual School	80	21%	9%	65%		5%
Hi-Mount School	32	41%	53%		3%	3%
Holmes School	46	41%	54%	2%		2%
Honey Creek School	46	76%	15%	2%	2%	4%
Hopkins Lloyd School	46	22%	74%			4%
Humboldt Park School	55	78%	9%	5%	5%	2%
I.D.E.A.L.	27	78%	7%	11%	4%	
Jackson School	51	35%	51%	2%	4%	8%
Kagel School	41	39%	17%	41%		2%
Keefe Avenue School	29	24%	72%			3%
Kilbourn School	35	46%	54%			
King Es	43	19%	79%			2%
King Ib Hs	136	58%	35%	4%		2%
King Ib Ms	46	30%	59%	4%		7%
Kluge School	49	55%	43%			2%
Lafollette School	39	26%	72%			3%
Lancaster School	39	38%	56%	3%		3%
Lincoln Avenue School	68	44%	6%	50%		
Lincoln Center Of The Arts	68	49%	44%	6%	1%	
Longfellow School	94	48%	14%	38%		
Lowell School	28	68%	14%	14%	4%	
Macdowell Montessori School	87	69%	23%	1%	2%	5%



*Appendix 1 continued*

School Name	# of Staff	% White	% Black	% Hispanic	% Asian	% Other
Madison Academic Hs	85	42%	52%	1%	4%	1%
Manitoba School	58	64%	24%	10%		2%
Maple Tree School	41	41%	46%		7%	5%
Marshall High School	115	30%	62%	4%	2%	3%
Maryland Av Montessori	39	77%	13%	5%		5%
Meir School	101	52%	37%	4%	1%	6%
Metcalfe School	41	29%	68%		2%	
Milw Acad Of Chinese Lang	72	46%	31%	4%	17%	3%
Milw French Immersion School	58	59%	33%	3%	2%	3%
Milw German Immersion School	54	83%	15%			2%
Milw Hs - Arts	92	59%	34%	4%		3%
Milw Parkside School	117	74%	15%	7%	2%	3%
Milw School Of Languages	118	57%	25%	10%	4%	4%
Milw Sign Language School	77	68%	25%	4%		4%
Milw Spanish Immersion School	72	35%	6%	58%	1%	
Mitchell School	79	35%	15%	43%	1%	5%
Morgandale School	54	67%	9%	19%	2%	4%
Morse Middle School	44	27%	61%	7%		5%
Neeskara School	56	55%	32%	2%	2%	9%
Ninety-Fifth Street School	43	65%	35%			
North Hs	66	26%	67%	6%		2%
Parkview School	44	43%	34%	2%	14%	7%
Pratt Elementary	35	34%	66%			
Project Stay Hs	23	35%	35%	22%	9%	
Pulaski Hs	105	53%	22%	18%	3%	4%
Reagan Hs	127	71%	7%	13%	2%	6%
Riley School	49	37%	12%	45%	2%	4%
River Trail School	53	36%	53%	4%	4%	4%
Riverside University Hs	159	50%	35%	9%	4%	1%
Riverwest Elementary	40	48%	40%	8%	5%	
Rogers Street Academy	66	52%	11%	36%		2%
Roosevelt Ms	52	15%	77%			8%
School Of Career & Tech Ed	97	33%	59%	2%		6%
Sherman School	50	46%	44%	2%		8%
Siefert School	39	44%	44%	8%	3%	3%
SOUTH ACC ACADEMY	3	67%				33%
South Division Hs	120	42%	19%	32%	3%	4%
Starms Discovery School	42	21%	71%	5%		2%

*Appendix 1 continued*

School Name	# of Staff	% White	% Black	% Hispanic	% Asian	% Other
Starms Early Childhood	30	57%	43%			
Story School	48	50%	44%		6%	
Stuart School	37	43%	51%	3%		3%
Thoreau School	52	37%	56%	2%		6%
Thurston Woods School	51	27%	63%		4%	6%
Townsend Street School	40	28%	70%			3%
Transition Hs	16	19%	75%			6%
Trowbridge School	35	86%	6%	3%	3%	3%
Victory School	61	85%	3%	7%	3%	2%
Vieau School	75	39%	8%	52%		1%
VINCENT ACC ACADEMY	5	20%	80%			
Vincent Hs	115	34%	61%	3%	1%	2%
Washington Hs Of Info Tech	77	27%	62%	4%	1%	5%
Webster	15	27%	60%			13%
Wedgewood Park School	89	64%	11%	20%	1%	3%
Westside Academy	41	37%	51%	2%		10%
Whitman School	43	79%	14%	2%		5%
Whittier School	20	80%	5%	5%	5%	5%
Wis Conservatory Lifelong Lrng	74	38%	57%	1%	1%	3%
Zablocki School	49	61%	10%	14%	8%	6%