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TO: Dr. Greg Baker, Superintendent
FROM: Arionda Feeney, Executive Director
DATE: June 7, 2024
SUBJECT: Annual Affirmative Action Progress Report

Introduction

Bellingham Public Schools is

Applicant data

The affirmative action plan monitors applicant data. Tracking trends in applicant data is important because a major goal of the affirmative action program is to implement recruiting strategies to attract and employ a more diverse pool of candidates that is reflective of our community and student demographics.

Affirmative action applicant information is tracked and maintained separately from other job application materials and is dependent on information voluntarily provided by each applicant. District data shows that between October 1, 2022, and September 30, 2023, there were a total of 1,410 new job applicants with a total of

2023 Action Steps to Diversify staff:

This year, our team focused on three intentional efforts to support our commitment to diversify our staff. First, when certificated staffing reductions were necessary, we worked with our labor leaders to retain staff of color at our most highly impacted schools. We also hosted a BIPOC Job Fair sought to increase the number of applicants of color who apply for all types of positions with Bellingham Public Schools. Additionally, we also provided professional our leaders with specific professional learning around anti-racist/anti-bias applicant screening practices.

Staffing Considerations Due to declining enrollment, we needed to reduce certificated staff in the spring of 2023. Many of our newly hired teachers in the past few years are teachers of identify as one or more race. Because these teachers had the least seniority in our system, the non-renewals would have adversely impacted our staff of color and our deliberate efforts to diversify our workforce. Additionally, many of our staff of color teach at our most diverse schools in the district. To remedy this, we worked with our labor leaders and collectively prioritized keeping as many certificated staff of color as possible. This intentional effort allowed us to continue to make steady progress, even in a year that our overall staffing numbers were lower than previous years.

BIPOC Job Fair We hosted our second BIPOC job fair this year and successfully invited a variety of applicants to apply for positions across all departments of our District. There were over 100 people in attendance, representing multiple ethnicities and languages. During the event, the HR team was present, with computers, to

received feedback that our online application system can be challenging for some applicants, and we wanted to reduce this barrier. We also had several interpreters on-site and leaders from different departments to offer information to potential applicants. Finally, we offered resume and application materials help for folks who wanted feedback on their resume materials. While it was hard to quantify the number of attendees that applied for and were offered positions, the event was well attended and positively received by our diverse community members. The intention is to continue to host this event each year and adjust our approach to attract as many applicants as possible.

Professional Learning for Leaders A trend that we noticed in the data is that the fact that our number of applicants of color has grown over the last three years, but our number of new certificated staff of color has remained constant. To address this discrepancy, we provided specific professional learning for our leaders who will be screening applications. This training was provided to all our building principals and assistant principals, our directors of teaching and learning and several executive members. In partnership with our Director of EDI,

calibrate screening protocols among colleagues. The feedback for the training was positive and we anticipate an increase in applicants of color screening into the interview process. This is ongoing work and a training protocol call that will need to be revisited each year.

On-Going Affirmative Action Goals

Continue training and support for district leaders with their commitment to transform schools to more inclusive environments for staff, students, and families.

Continue to increase and expand EDI trainings for all staff.

Host job fairs in-district and at community facilities to attract diverse candidates.

Schedule dates for our HR Team to remove barriers from applicants who are pursuing job opportunities with the district by providing technical supports, share information about job opportunities, and how to apply for positions.

Distribute job recruitment information in schools and the Family Resource

ATTACHMENT A

AFFIRMATIVE ACTION NEW STAFF HIRED

OCTOBER 2022- OCTOBER 2023

(As reported to OSPI on S-275 report)

ATTACHMENT B

Women: hiring and utilization data + progress towards goals

The following chart includes information based on October 2023, data in the S-275 report to OSPI.

The data indicates a decrease in the total number of staff by seventeen positions. The percentage of women employed remained statistically constant with less than one percentage point reduction.

The district continued to grow in placing women in administrative positions from 62.07% to 63.64%. This

Affirmative Action Progress Report