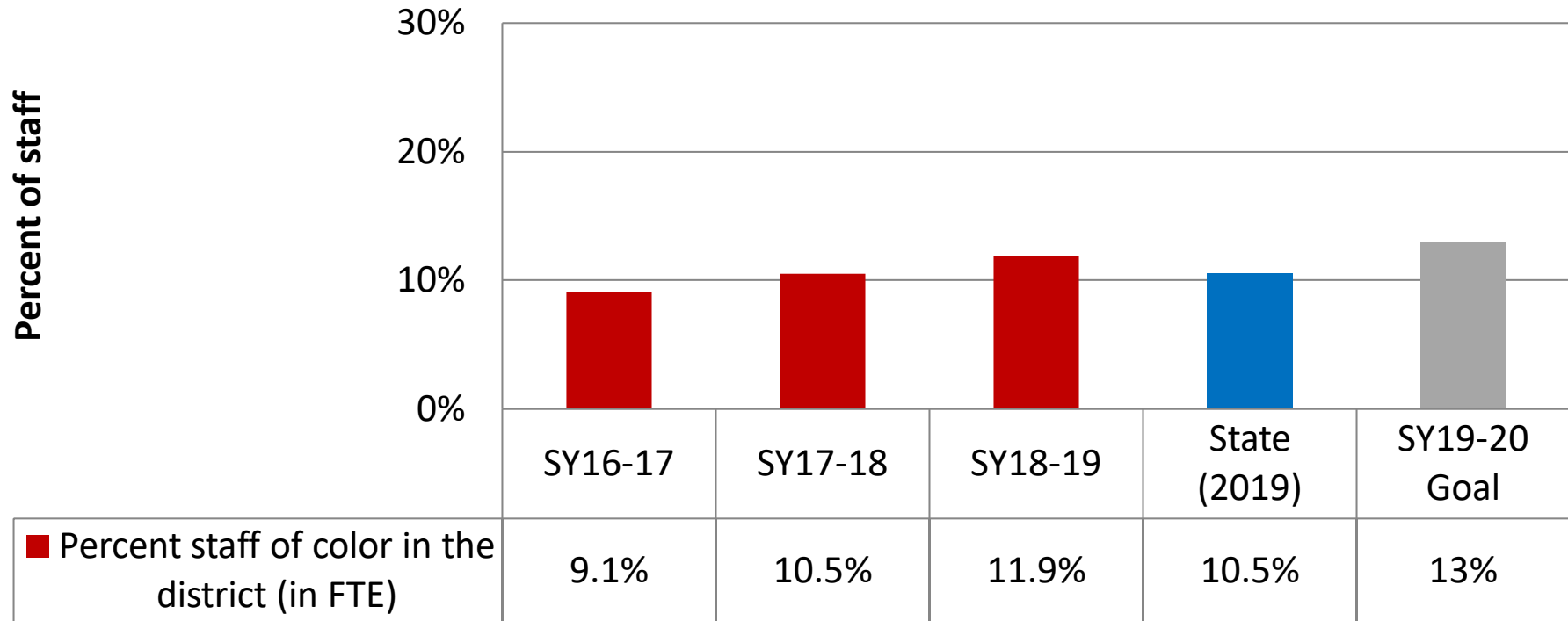




Cultural Competency: Equitable Access – Staff of Color

Percent staff* of color in the district (in FTE)



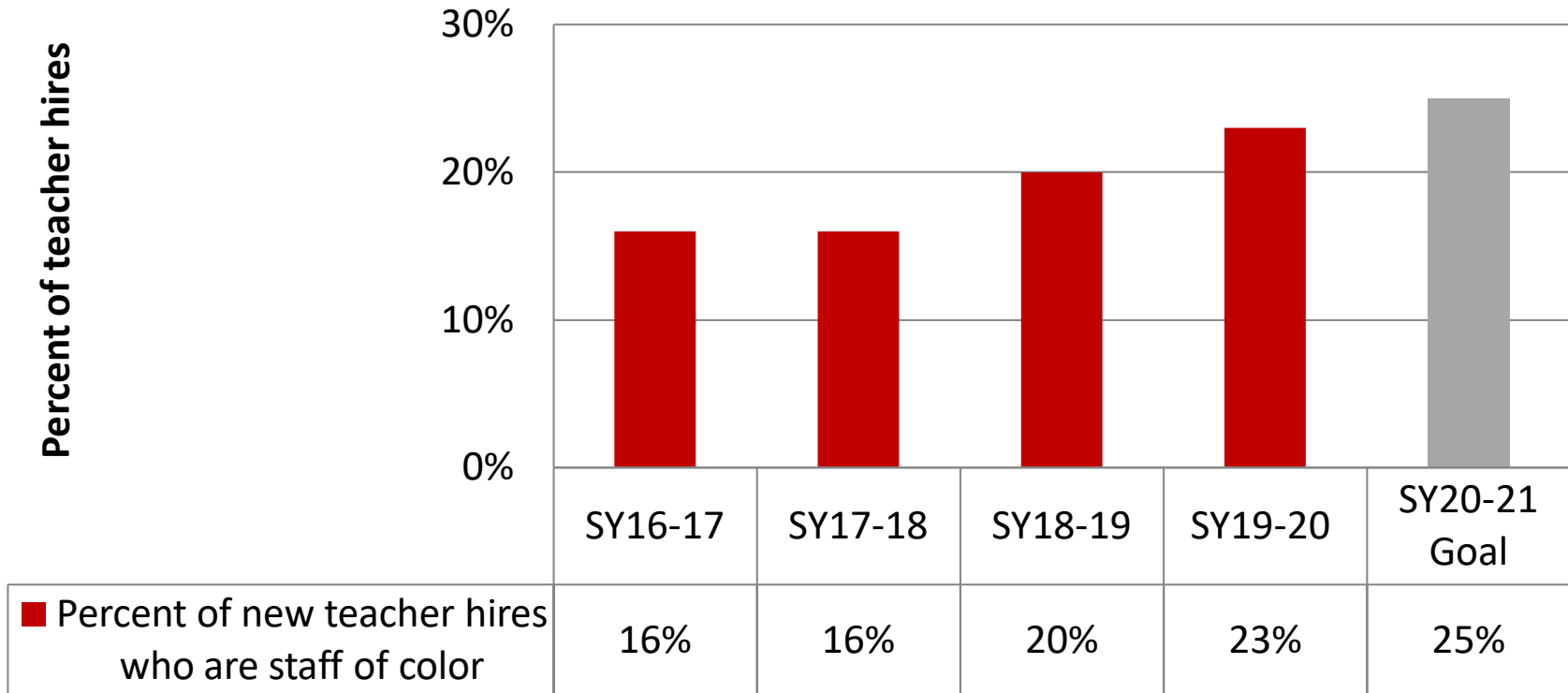
About 30% of our student body in the district are students of color (defined as anyone who identified themselves as non-white on our state reporting data). As such, we strive to replicate that same percentage in our staff to reflect the diversity of our student body. In Massachusetts, and nationwide, the challenge of recruiting and retaining diverse educators of color is well documented. Since 2009, that percentage has increased only 2% in Mass.

*Staff is inclusive of all teachers, aides, administrators, administrative assistants, tech support, Central Office staff, nurses, OT staff, guidance counselors, etc. It does not include custodial, food service, athletic, transportation or Community Schools personnel. FTE is full-time employee.



Cultural Competency: Equitable Access – New Teacher Hires

Percent of new teacher hires who are staff of color



A body of research suggests that students of color who have at least one teacher of color may do better academically, and that white students also benefit as it disrupts their preconceived notions. In Milton, we aim to have our teacher population mirrors that of our student population as much as possible, and this goal will help us make some progress.