

Human Resource Annual Board Report

February 3, 2014

INTRODUCTION

The Human Resource Department oversees recruiting, hiring, developing and retaining a high quality and diverse workforce. The work is year-round with spring and summer generally being the busiest hiring times. The current year is the exception as higher than forecasted revenue has been received from the local option levy. As a result, the equivalent of approximately sixty (60) full-time teachers are being hired during January and February.

This report is based on the eleven (11) relevant Quality Staff measurements identified by the Board.

Measure 1: Percentage of teachers achieving professional growth goals

The Oregon Department of Education (ODE) will collect the supervisor summative evaluation scores of all teachers and administrators in Oregon. It will not be broken out by professional growth or student growth goals. However, this information will be gathered through a future District Staff Survey question.

Measure 2: Percentage of teachers achieving student growth goals

As noted above, only summative scores will be collected by ODE. This measure will be gathered in a future District Staff survey.

Measure 3: Percentage of teachers and staff employed by Beaverton School District 5+ years

Classified	74%
Licensed	86%
Administrators	95%

Some of the factors affecting the District's history of high retention rates include compensation and benefit packages, strong support from administrators, a clear focus on teacher collaboration and professional development, the reputation of the District and an emphasis on equity and cultural competence.

Measure 4: Number of teachers and staff hired

	2012-2013	2013-2014
Classified	119	125
Licensed	124	168
Administrators	7	17

Number of employees by classification 2010-2014

	2010-2011	2011-2012	2012-2013	2013-2014
Administrators	115	109	106	115
Licensed	2427	2368	2011	2137
Classified	1757	1687	1642	1681
Total	4299	4164	3759	3933

At the time of this report, hiring for 2013-2014 is still in progress due to \$3 million additional revenue from the local option levy. Administrator numbers reflect the mid-year addition of five temporary elementary assistant principals to support the implementation of a new evaluation system. Just prior to the impact of the Great Recession in 2008, the District had a total of 4,339 employees.

Measure 5: Staff and administration diversity mirrors student diversity

	White	Hispanic	Asian	Black	Am Native	Pacific Is	% Non-White
Classified	1355	136	121	30	36	2	19%
Licensed	1915	92	93	21	14	2	10%
Administrators	98	7	7	3	0	0	15%

Nearly 48% of Beaverton students are non-white, with the largest minority student group being Hispanic/Latino, followed by Asian. Oregon school districts continue to struggle with hiring a workforce mirroring rapidly changing student demographics. The focus has been on “grow our own” strategies, although recent staff reductions have made progress in this area slower than anticipated.

Measure 6: Percentage of teachers reporting sufficient time to collaborate

No data is currently available for this measurement. This information will be gathered through a future District Staff Survey question.

Measure 7: Percentage of teachers reporting improved practice based on professional development

Beaverton School District Staff Survey: How has the professional development you have received impacted your level of confidence in teaching your subject matter?

Increased	28.7%
Stayed the same	49.5%
Decreased	7%
NA	14.9%

Beaverton School District Staff Survey: I have the professional development I need to do my job well.

Strongly agree	57.6%
Agree	38.0%
Disagree	3.7%
Strongly disagree	0.7%

Human Resources and Teaching and Learning have implemented a new teacher and administrator evaluation system focused on professional growth and student growth. The Center of Educational Leadership (CEL) at the University of Washington is providing ongoing administrator training to ensure effective implementation.

Measure 8: Percentage of teachers reporting improved practice based on evaluation system

No data is currently available for this measurement. This information will be gathered through a future District Staff Survey question.

Measure 9: Percentage of teachers reporting improved practice based on collaboration efforts

No data is currently available data for this measurement. This information will be gathered through a future District Staff Survey question.

Measure 10: Percentage of teachers and staff reporting that they contribute to decision-making

Beaverton School District Staff Survey: There are opportunities for my voice to be heard in school-wide/department-wide decision-making.

	2012	2013
Strongly agree	25.7%	22.0%
Agree	53.5%	50.5%
Disagree	17%	21.4%
Strongly disagree	3.8%	6.1%

Staff reductions over the past several years have likely influenced this data.

Measure 11: Percentage of teachers reporting that they effectively provide differentiated instruction

Beaverton School District Staff Survey: I feel confident in my ability to differentiate instruction, including directed support for both struggling and advanced learners, meeting individual students’ learning needs.

	2012	2013
Very confident	59.8%	55.7.0%
Somewhat confident	36.7%	36.4%
Not confident	3.5%	7.9%

The District is extremely proud of its employees and their commitment to student learning. They are the backbone of our excellent schools, and we applaud their dedication and service to students and the entire community.