

Hiring Goals for Mercer Island School District 2017/18

Ethnicity	MI population demographics (Census 2010)	WA teacher demographics (OSPI '15-'16)	MISD <u>certificated</u> demographics 16-17	Goals and notes on certificated demographics	MI population demographics (Census 2010)	MISD <u>classified</u> demographics 16-17	Goals and notes on classified staff demographics
White	76.0%	89.88%	90.1%	Consistent with availability of teacher candidates. Higher percentage of this group in MISD than the demographics of MI.	76.0%	83.0%	Higher percentage employed in this group than the demographics of MI.
Asian/ Pacific Islander	16.0%	2.8%	5.67%	Higher percentage of this group in MISD than available teacher candidates in the state. Lower percentage employed than the MI demographics. Continue to attract more Asian candidates to increase selection by 25%.	16.0%	8.46%	Lower percentage of this group employed by MISD than the demographics of MI. Increase selection of Asian candidates by 25%.
Hispanic/ Latino	2.8%	3.91%	2.13%	Lower percentage of this group in MISD than available teacher candidates in the state. Lower percentage employed in MISD than the demographics for MI. Increase Hispanic / Latino candidate selection by 5%.	2.8%	4.8%	Higher percentage employed in this group than the demographics of MI. Retain staff.
African American/Black	1.2%	1.24%	0.35%	Lower percentage of this group in MISD than available teacher candidates in the state. Lower percentage employed than demographics for MI. Increase AA / black candidate selection by 10%.	1.2%	3.98%	Higher percentage employed in this group than the demographics of MI. Retain staff.
American Indian	0.20%	1.24%	0.71%	Lower percentage of this group in MISD than available teacher candidates in the state. Consistent with demographics of MI. Retain Staff.	0.20%	0.50%	Higher percentage employed in this group than the demographics of MI. Retain staff.

Board Policy

The District shall employ staffing processes and new hires that support and engender racial, gender, and language diversity in its staff through recruitment, employment, training and retention of employees.

It is important that children of all races, cultures, and backgrounds are provided with familiar role models in schools. The recruitment of diverse teachers and staff provides all students with a better chance of seeing themselves as part of the education system. Diversity in education provides all children with the opportunity to learn from others with dissimilar backgrounds and recognizes the value of diversity in all learning environments.

The District is committed to increasing the recruitment and retention of highly qualified diverse staff. The District is committed to fostering a learning environment where diversity is encouraged and to recruiting and retaining a workforce that reflects the diversity of our students and community. We are committed to hiring the best employees of all racial and ethnic backgrounds who will bring their unique talents and skills into our school system."