

Office of the Superintendent of Schools  
MONTGOMERY COUNTY PUBLIC SCHOOLS  
Rockville, Maryland

October 9, 2019

**MEMORANDUM**

To: Members of the Board of Education

From: Jack R. Smith, Superintendent of Schools

Subject: Hiring of Latino and African American Teachers (08-29-19-03-B)

During the Opening of School Presentation, Board members requested the following information:

**Question B**

Mr. Tinbrite requested an explanation for the decline in Black and Latino hires.

**Response**

At the August 29, 2019, Board of Education meeting, staff presented the following data on Montgomery County Public Schools' (MCPS) current status of hiring new teachers.

**MCPS Hiring Data: Fiscal Year 2020—Disaggregated by Race/Ethnicity**

Race/Ethnicity	2017 SY		2018 SY		2019 SY		2020 SY	
	No.	%	No.	%	No.	%	No.	%
American Indian or Alaskan Native	3	0.2	1	0.1	2	0.2	0	0.0
Asian	93	7.1	66	6.4	77	8.5	80	7.3
Black/African American	205	15.7	145	14.0	122	13.5	139	12.7
Hispanic/Latino	119	9.1	109	10.5	129	14.3	142	13.0
Native Hawaiian or Pacific Islander	5	0.4	0	0.0	2	0.2	1	0.1
Two or More	32	2.5	34	3.3	17	1.9	27	2.4
Undisclosed	0	0.0	0	0.0	0	0.0	64	5.8
White	846	64.9	681	65.7	552	61.3	636	58.8
<b>TOTAL</b>	<b>1,303</b>		<b>1,036</b>		<b>901</b>		<b>1,089</b>	

SY=School Year

Increasing the diversity of our workforce remains a top priority for MCPS and in recent years we have been able to increase the number of teachers overall with diverse backgrounds and experiences as a part of our new teacher hiring process. In 2017, 24.8 percent of the new hires were Black or African American and Hispanic/Latino combined compared to 25.7 percent in 2020. While this percentage is slightly less than the 2019 hiring cohort, the total number of Black or African American and Hispanic/Latino teachers increased in 2020 to 281 from 251. It is important to note that 5.8 percent (64 of the 1,089) of new hires did not disclose their race/ethnicity, which will impact final reporting for 2020.

Recognizing that teacher recruitment must expand beyond the traditional approach of attending career fairs and be targeted to attract additional Black or African American, Hispanic/Latino, and male candidates, as well as teachers in specific content areas, we have differentiated our methods to attract top talent. Last year, staff in the Department of Certification and Staffing (DCS), Office of Human Resources and Development (OHRD), attended recruitment events at the Historically Black Colleges and Universities (HBCUs) in Maryland, Washington, D.C., Delaware, and Virginia and attended the HBCU Market Place STEM and Education Fair. In addition, MCPS actively advertises on HBCU Careers and HBCU Marketplace.

In February 2019, DCS staff also hosted An Evening with MCPS, which was a targeted recruitment event for candidates who are Black or African American; male; and special education, technology, and computer science teachers. An open invitation was shared with all HBCUs in Maryland and Washington, D.C. An Evening with MCPS provided an opportunity to engage these candidates in a conversation with district leaders, members of Building Our Network of Diversity, and OHRD staff about working as a teacher in MCPS.

The second annual recruitment trip to Puerto Rico, in January 2019, targeted our efforts to hire more Hispanic/Latino teachers, bilingual teachers, and teachers who have taught in schools that are traditionally structured for language immersion. For the 2019–2020 school year, DCS hired 15 teachers from Puerto Rico.

MCPS has a strong internal employee pipeline. We have expanded college and university partnerships to provide our supporting services employees the opportunity to earn teacher credentials. We actively promote our higher education partnerships, host information seminars about how to become a teacher, and provide counseling to employees seeking to work as educators. This is an ongoing expansion of programs that will continue to increase our teacher workforce utilizing the talent of current employees.

DCS staff also has hosted several internal recruitment events for employees who are bilingual and certified in critical needs areas, such as special education. This is used as an opportunity to encourage current employees to work in the teaching profession in which they have experience and/or certification. OHRD staff believes MCPS employees have much to offer students and strives to invest in our internal talent.

If you have any questions, please contact Dr. Andrew M. Zuckerman, chief operating officer, at 240-740-3050 or Mrs. Lance Dempsey, associate superintendent, Office of Human Resources and Development, at 301-279-3270.

JRS:AMZ:LD:jnm

Copy to:

- Dr. McKnight
- Dr. Navarro
- Dr. Statham
- Dr. Zuckerman
- Mr. Civin
- Dr. Johnson
- Ms. Diamond
- Mr. Turner
- Mrs. Dempsey
- Ms. Webb