

From: Chin-Duncan, Wayne
Sent: Thursday, January 31, 2019 4:36 PM
To: Michael.Konrad@tUSD1.org
Subject: Teacher Diversity Plan update

Dear Principal Konrad,

To get ready for the upcoming job fair we would like to provide you with your current demographic numbers for classroom teachers. The Unitary Status Plan and Special Master have given us a target of having each individual site's demographic within 15 percentage points of the grade level's average for each demographic. We would like you to keep this target in mind while going through spring recruiting process.

Below is how your current site looks compared to your grade level. This does not take into account any retirements or separations that are planned for the end of year and is only a snapshot of what Human Resources sees as of 1/31/19.

Pueblo Gardens K-8:

Site Stats	Count					Percentage						
	White	Af. Am.	Hisp	Asian/PI	Nat Am.	Total	White	Af. Am.	Hisp	Asian/PI	Nat Am.	
Grade Level							48%	6%	40%	4%	2%	
Site Level	12	1	8	2	0	23	52%	4%	35%	9%	0%	
	Delta							4%	-2%	-5%	5%	-2%

In the future, I will send an updated email that includes projections for separations and transfers to help you with recruiting for next school year. I will also be sending another email with the District's current Teacher Diversity Plan numbers so you can see how other sites are doing in case you have requests for transfers for your teachers.

Let me know if you have any questions or if there is anything else I can look into for you.

Regards,
 Wayne Chin-Duncan

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