

IV.K.1.g. Hires and Assignments Evaluation Summary

The district is required to provide the results of the evaluation of disparities in hiring and assignment that are set forth by the Unitary Status Plan. Also to identify any corrective actions the district has taken to minimize the disparities. For reporting purposes the hires cut-off date for SY 2014-15 was May 1, 2015. The first summary provides information about the hiring of certificated and administrative staffs. That is followed by the results of the assignments for administrative and certificated staffs.

Hiring of certificated staff in SY 2014-15 was compared to those hires of SY 2013-14. The results were favorable when comparing this hires of African Americans and Hispanics. The two year comparison noted slight percentage increases in the hiring of African Americans and Hispanics in SY 2014-15. A 2 year comparison table of certificated hires is noted below.

Certificated Staff 2 year Comparison

Race/Ethnicity	SY 2014-15		SY 2013-14	
	Hires	Percentage	Hires	Percentage
African American	80	3.0%	79	2.9%
Hispanic	705	26.4%	700	25.6%
White	1756	65.8%	1846	67.6%
Asian/PI	58	2.2%	61	2.2%
Native Am	31	1.2%	33	1.2%
Unspecified	38	1.4%	13	0.5%
Totals	2668	100.0%	2732	100.0%

The evaluation in the hiring of district administrators revealed that the overall district administrator staff for African Americans increased by 2% in SY 2014-15. For Hispanics the administrator staff remained the same at 38% in the two year comparison and for Whites it decrease by 2%. The detail listing of district administrators is reported in IV.K.1.d.iii – Administrators SY 2014-15.

For certificated assignments the 2 year comparison for school years 2013-14 and 2014-15, of teachers, principals and assistant principals is detail in the Appendix D report required of USP IV.E.1. The overall teacher comparisons from SY 2013-14 to SY 2014-15 did not change for African Americans it remained the same at 3.1%. There was a 1.4% increase of Hispanic teachers.

The overall comparison evaluation was completed in assessing assignments of African American and Hispanic principals. The 2 year comparison for school years 2013-14 and 2014-15, reflected an increase of 4.9% for African Americans and 3.3% for Hispanics. As a result of the increase in the diversity of African Americans and Hispanics there was no corrective action plan initiated.

The district is committed in increasing the diversity of teacher and administrator faculty through hiring and assignment to promote greater diversity through its work. The comparison data is provided in document USP IV.E.1. - TUSD Teachers, Principals, Assistant Principals and the student enrollment 2014-15 school years.