

PERSONNEL, LABOR & AFFORDABILITY COMMITTEE MONTHLY CERTIFICATED RECRUITMENT UPDATE

Human Resources

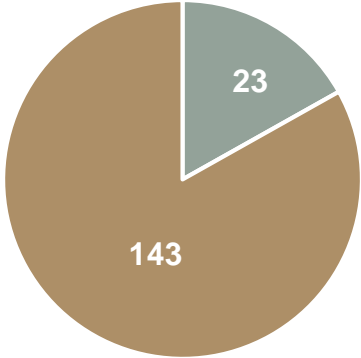
March 23, 2017



SFUSD SAN FRANCISCO
PUBLIC SCHOOLS

Vacancy Update – Overall and by Cohort

Vacancies as of 3/22/17



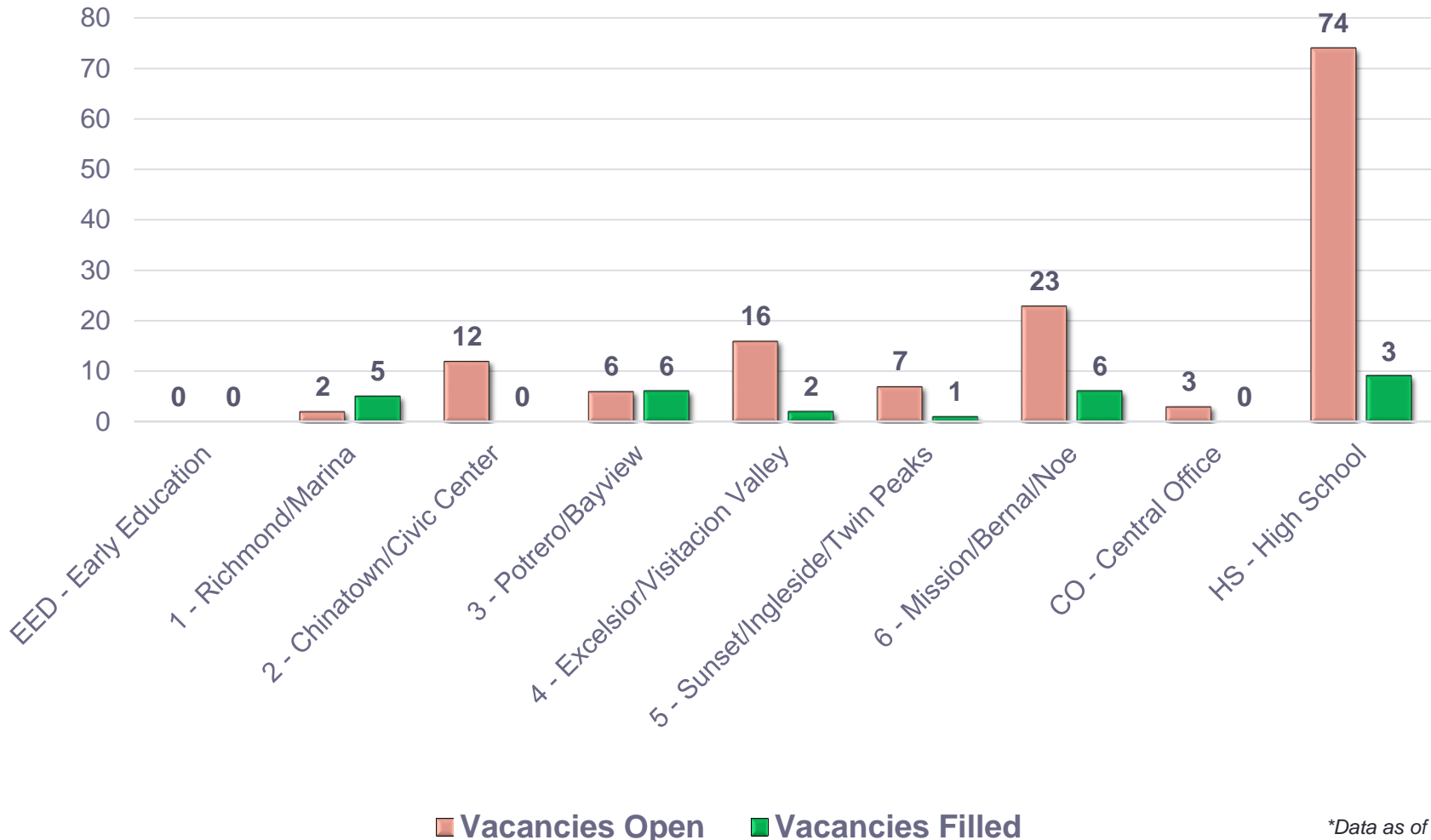
■ Vacancies Filled ■ Vacancies Open

Vacancies by Cohort as of 3/22/17 - Classroom vs Non-Classroom

	Classroom	Non-Classroom	Grand Total
EED - Early Education	0	0	0
1 - Richmond/Marina	2	0	2
2 - Chinatown/Civic Center	11	1	12
3 - Potrero/Bayview	5	1	6
4 - Excelsior/Visitacion Valley	12	4	16
5 - Sunset/Ingleside/Twin Peaks	6	1	7
6 - Mission/Bernal/Noe	20	3	23
CO - Central Office	0	3	3
HS - High School	69	5	74

Vacancy Update – Open and Filled by Cohort

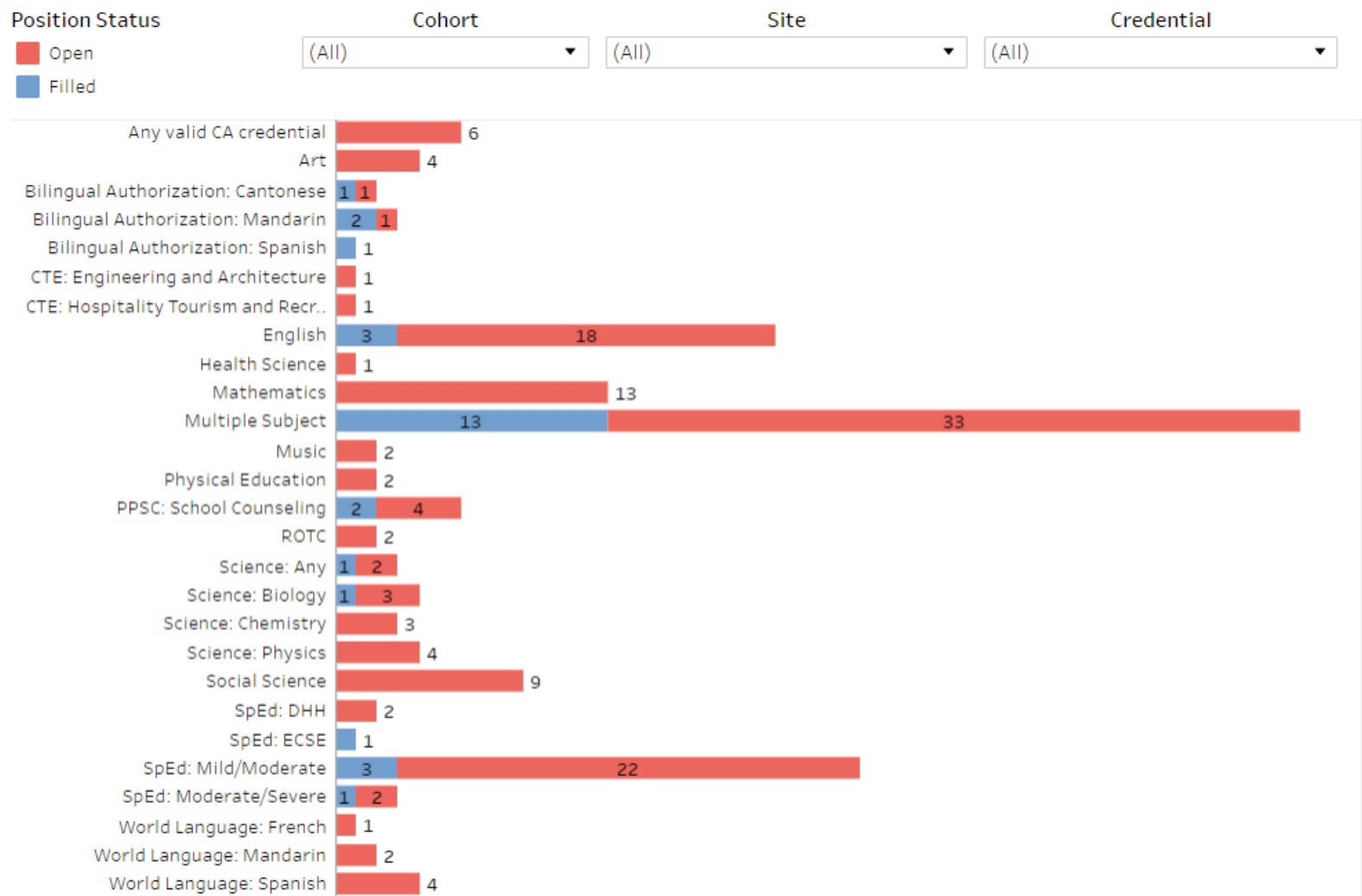
Vacancies by Cohort



*Data as of 3/22/17

Vacancy Update – By Credential Area

Highest concentration of vacancies are in Multiple Subjects (33), SPED (26), and English (18).

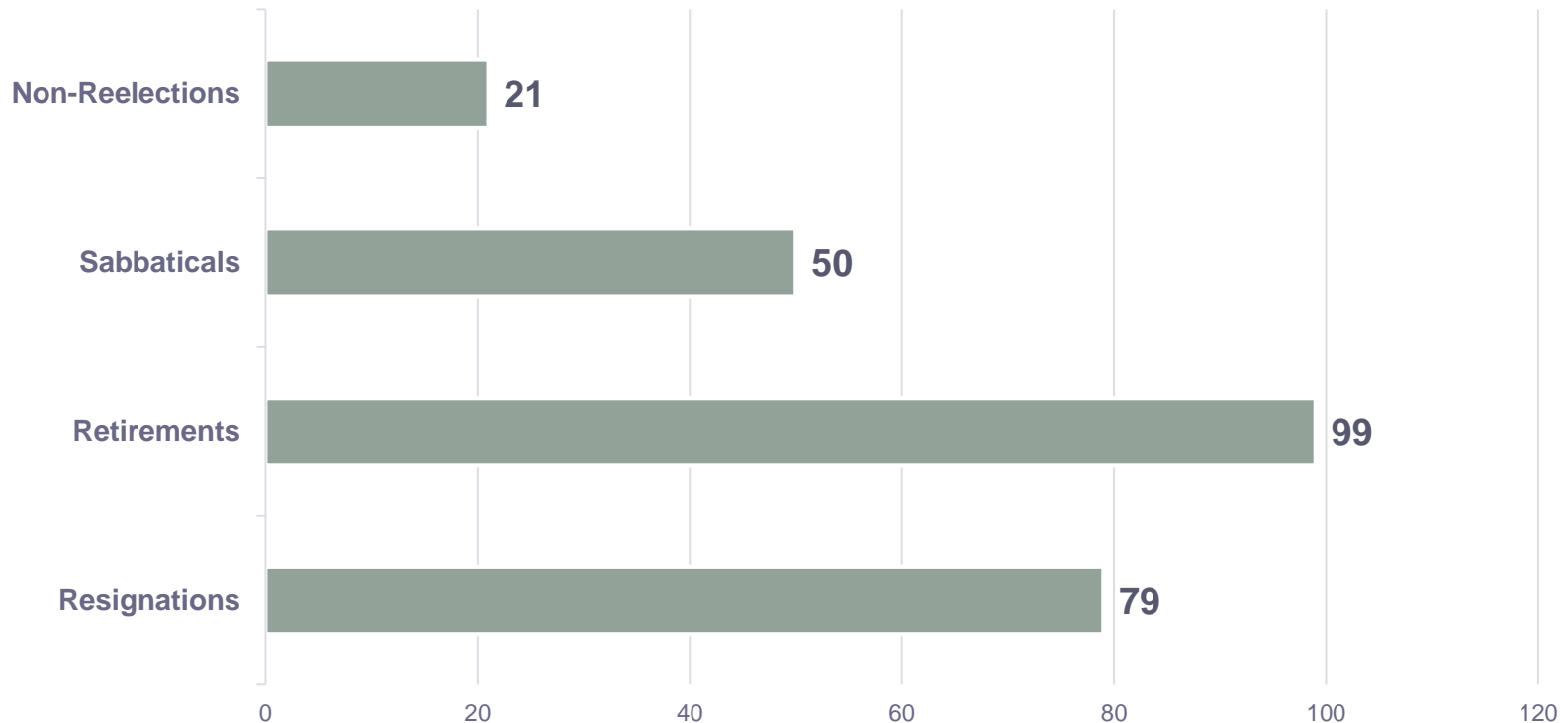


*Data as of 3/22/17



Reasons for Vacancies

Highest driver of vacancies right now is retirements (99) and resignations (79). Not every position becomes a vacancy for the next year – depends on site staffing/budget plans.



New Hire Diversity

- X% of new hires identify as White/Caucasian
- X% of new hires identify as African American
- X% of new hires identify as Asian
- X% of new hires identify as Hispanic/Latino
- X% of new hires identify as Pacific Islander
- X% of new hires identify as American Indian/Native Alaskan
- X% of new hires declined to state their identity

**Data is currently unavailable but will be available in future updates*

Appendix – Vacancies by School

Appendix – Cohort I (Richmond/Marina) Vacancies

School	HTS/HTF Positions Filled	Vacant Positions	Notes
Argonne ES	0	1	1 SPED mild/mod RSP vacancy
Cobb ES	2	0	2 multiple subject positions filled!
Roosevelt MS	0	1	1 Bilingual-Mandarin vacancy
Sutro ES	3	0	3 Bilingual-Cantonese positions filled!

Appendix – Cohort II (Chinatown/Civic Center) Vacancies

School	HTS/HTF Positions Filled	Vacant Positions	Notes
Bessie Carmichael K8	0	1	1 multiple subject vacancy
Chin ES	0	1	1 multiple subject vacancy
Garfield ES	0	1	1 multiple subject vacancy
Jean Parker ES	0	1	1 SPED mild/mod RSP vacancy
John Muir ES	0	3	3 multiple subject vacancies
Rosa Parks ES	0	1	1 multiple subject vacancy
Tenderloin ES	0	3	3 multiple subject vacancies
Yick Wo ES	0	1	1 SPED SDC vacancy

Appendix – Cohort III (Potrero/Bayview) Vacancies

School	HTS/HTF Positions Filled	Vacant Positions	Notes
Bret Harte ES	2	0	1 MS & 1 Bilingual-Spanish vacancy filled!
Carver ES	1	1	1 multiple subject filled & 1 MS vacant
Starr King ES	3	0	2 Bilingual Mandarin & 1 Multiple Subject vacancy filled!
Willie Brown MS	0	5	1 SPED mild/mod, 2 Math, & 2 Science vacancies

Appendix – Cohort IV (Excelsior/Vis Valley) Vacancies

School	HTS/HTF Positions Filled	Vacant Positions	Notes
E.R. Taylor ES	0	1	1 SPED mild/mod SDC vacancy
EI Dorado ES	0	2	2 MS vacancies
Denman MS	0	5	1 Math; 2 SPED mild/mod RSP; 1 SPED SDC; & 1 IRF position
Guadalupe ES	0	2	1 Bilingual-Spanish & 1 MS vacancy
MLK MS	2	2	1 Science & 1 SPED mild/mod filled! 1 Math & 1 SPED mild/mod vacant
Monroe ES	0	2	1 Bilingual Spanish & 1 Bilingual Cantonese vacant
SF Community K-8	0	2	1 PE & 1 MS vacant

Appendix – Cohort V (Sunset/Ingleside/Twin Peaks)

Vacancies

School	HTS/HTF Positions Filled	Vacant Positions	Notes
Alice Fong Yu ES	1	1	1 Bilingual Cantonese Filled & 1 Bilingual Cantonese vacant
Aptos MS	0	1	1 Bilingual Mandarin/Social Science vacant
Clarendon ES	0	1	1 SPED mild/mod RSP vacant
Hoover MS	0	2	1 Physics & 1 English vacant
Sheridan ES	0	1	1 MS vacant
Sloat ES	0	1	1 MS vacant

Appendix – Cohort VI (Mission/Bernal/Noe) Vacancies

School	HTS/HTF Positions Filled	Vacant Positions	Notes
Bryant ES	2	1	1 PK SDC & 1 Bilingual-Spanish filled! 1 MS vacant
BVHM K-8	1	2	1 Bilingual-Spanish filled! 1 Math & 1 SPED/Bilingual-Span vacant
Chavez ES	1	5	1 Bilingual Spanish filled! 2 DHH; 1 SPED/Bilingual; 2 Bilingual-Spanish vacancies
Everett MS	0	6	1 Math; 1 English; 1 Science; 1 Counselor; 1 PBIS coach; 1 ELD vacant
Flynn ES	1	2	1 Bilingual Spanish filled! 2 MS vacancies
James Lick MS	0	2	1 SPED mild/mod & 1 Math vacant
Moscone ES	1	0	1 Bilingual Cantonese filled!
Revere K-8	0	2	1 Bilingual Spanish & 1 MS vacant
Sanchez ES	0	3	2 Bilingual Spanish & 1 MS vacant

Appendix – Cohort High School Vacancies

School	HTS/HTF Positions Filled	Vacant Positions	Notes
Balboa HS	0	8	3 SPED; 1 Social Science; 1 English; 1 French; 1 PE; 1 Counselor vacant
Burton HS	0	4	1 Mandarin; 1 Spanish; 1 Music; 1 Physics vacant
Civic Center HS	0	1	1 SPED vacant
Downtown HS	0	1	1 SPED SDC vacant
Galileo HS	0	8	1 Chem; 2 SPED; 4 English; 1 Math vacant
Independence HS	0	1	1 Math vacant
June Jordan HS	0	2	1 SPED; 1 Math vacant
Lincoln HS	0	10	2 Social Science; 2 SPED; 2 Bio; 1 Spanish; 1 Physics; 1 Math; 1 ROTC vacant

Appendix – Cohort High School Vacancies (cont.)

School	HTS/HTF Positions Filled	Vacant Positions	Notes
Log Cabin HS	1	1	1 SPED filled! 1 MS/CTE vacant
Lowell HS	1	12	1 SPED filled! 1 Mandarin, 1 Music, 2 Art, 5 English, 1 Bio; 1 Spanish; 1 ROTC vacant
O’Connell HS	0	3	1 English, 2 CTE vacant
SOTA HS	0	1	1 Math vacant
The Academy HS	0	1	1 Spanish vacant
Thurgood HS	1	11	1 SPED filled!; 3 English, 1 Physics, 1 Chem, 2 SPED, 1 Social Science, 1 Math, 1 Counselor vacant
Wallenberg HS	0	3	1 Health; 1 Social Science; 1 Math vacant
Washington HS	0	9	3 English; 2 Art; 2 Social Science; 1 Chem; 1 Counselor vacant