

# Personnel Updates

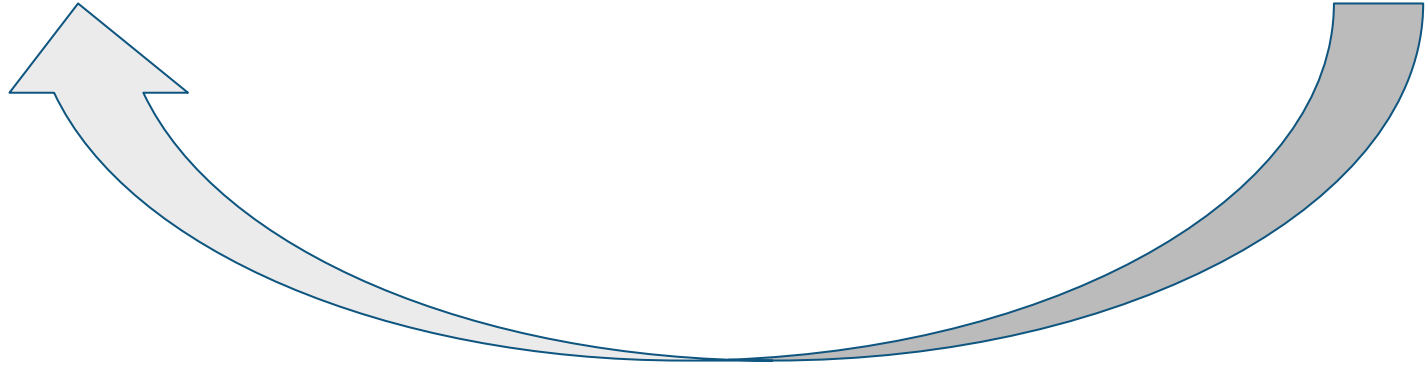
September 29, 2025

**Chris Glynn**, Director of Educator Development  
**Mariana MacDonald**, Director of Human Resources  
**Karen Woods**, Chief Personnel Officer

An architectural rendering of a modern, multi-story building with a complex facade of glass, metal, and wood slats. The building is set in an urban environment with a sidewalk, trees, and people. A large blue overlay covers the entire image, and the word "Strategy" is written in white on the right side.

# Strategy

# Talent Strategy



# Talent Strategy

## Recruitment □

**To attract and recruit highly skilled, diverse educators and professionals to work with our students and in our departments**

# Talent Strategy

Hiring □  
& On-Boarding

**To select the best-suited candidates for a particular role and ensure an employee's first impression and experience with SPS is thorough, efficient, and positive**

# Talent Strategy

Retention □

**To retain the most effective educators by being attentive and responsive to staff needs and ensuring a positive work experience**

# Talent Strategy

Development □  
& Support

**To develop a culture of continuous learning characterized by high expectations with high support by providing the resources and learning experiences for all so that staff can become the best they can be in their roles**

# Talent Strategy

Advancement  
& Recognition

**To provide a variety of opportunities and pathways for staff at all levels to advance within the organization and be recognized for their contributions to the district**



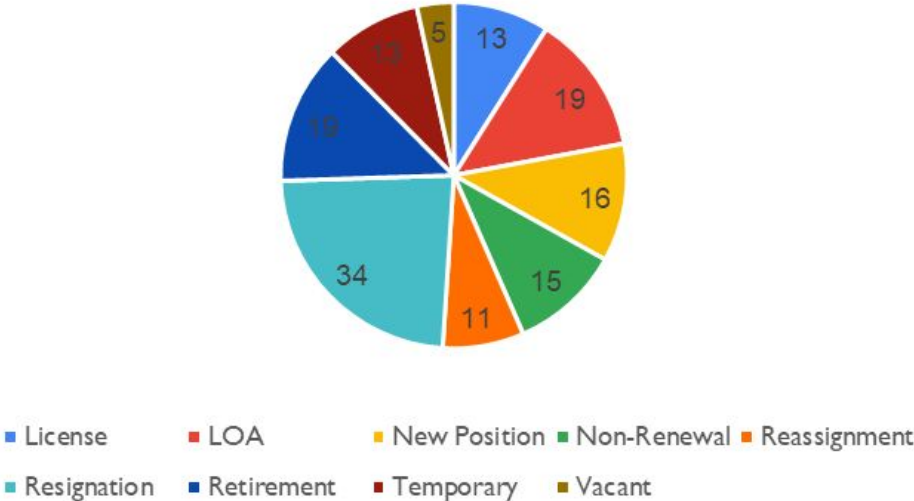
A photograph of a man with a beard shouting into a megaphone, addressing a large crowd of people in a gymnasium. The image is overlaid with a green tint. The text "SY26 Staff Data" is written in white, bold, sans-serif font on the right side of the image.

# **SY26 Staff Data**

# 2025-2026 Hiring Season

145 Vacancies

2025-2026 Vacancy Reasons



## Resignations - 34

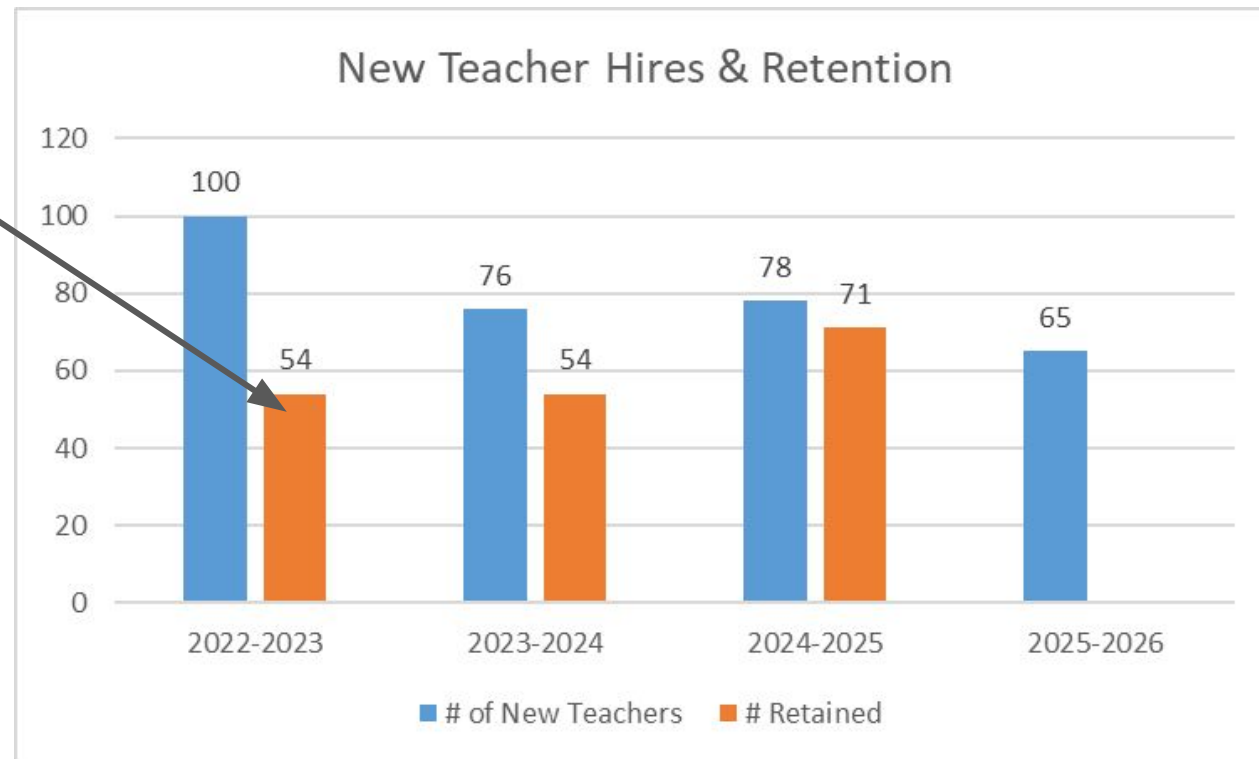
Teachers	23	3.8%
Paraprofessionals	7	5.1%
Administrators	4	4.7%

# SY 2025-2026: New Hire Snapshot

Administrators	11 (inclusive of 7 internal promotions)
Teachers	65
Nurses	3
Paraprofessionals	13
Administrative Assistants, Department and School Secretaries	2
<b>TOTAL NEW STAFF FOR THE 2025-2026 SCHOOL YEAR</b>	<b>94</b>

# Years 1-3 Educators

**This is our  
largest cohort  
to have earned  
Professional  
Teacher Status  
in SPS!**



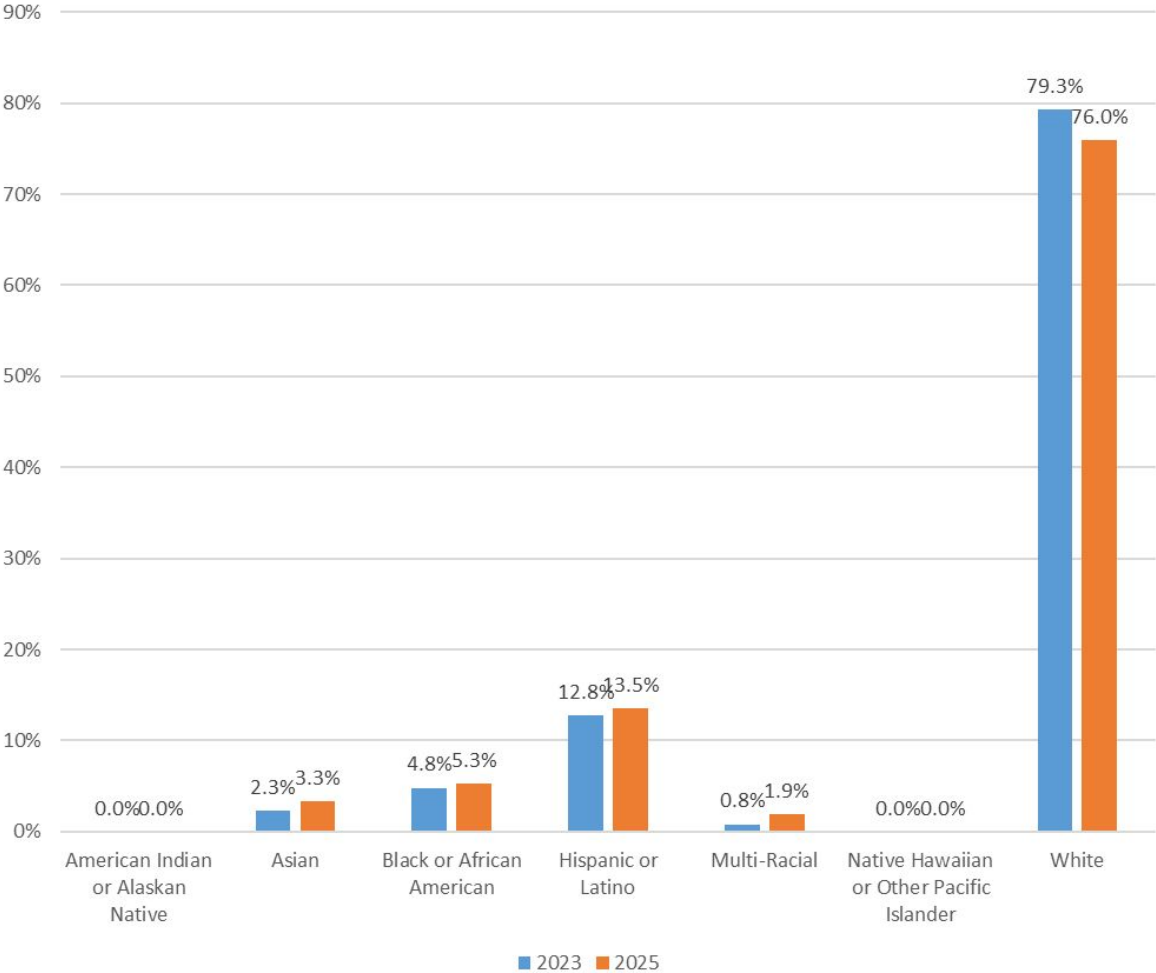
# Years 1-3 Educators

After	Retention Rate
1 Year	91%
2 Year	71%
3 Year Retention Rate	54%



# Staff Diversification

Staff Race and Ethnicity Data



Race and Ethnicity	2023	2025
American Indian or Alaskan Native	0.0%	0.0%
Asian	2.3%	3.3%
Black or African American	4.8%	5.3%
Hispanic or Latino	12.8%	13.5%
Multi-Racial	0.8%	1.9%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%
White	79.3%	76.0%

**YOU  
ROCK!**

1st Annual

Staff Recognition  
Ceremony

SOMERVILLE  
PUBLIC SCHOOLS

**Department Highlights**



# Highlights

- \* New Staff Database - January 2026
- \* Substitute Induction & Support
- \* Common Planning Time & Paraprofessional PD
- \* PD Catalog Alignment with SPS Instructional Vision
- \* HGSE Teaching Resident Partnership
- \* BC Lynch Leadership Academy
- \* Staff Recognition Ceremony - June 2025