

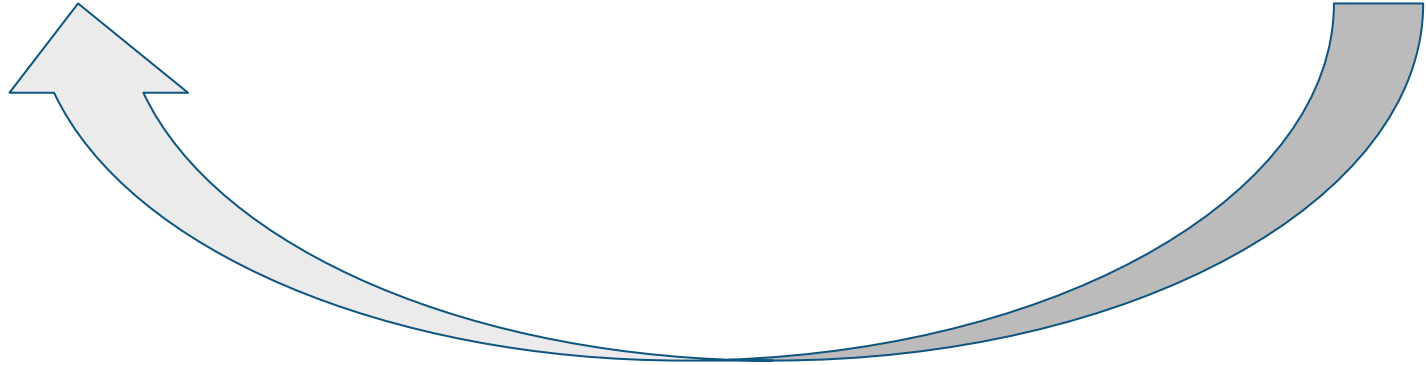


Personnel Updates

October 5, 2026

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

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 and curly hair, wearing a light-colored button-down shirt, shouting into a large, dark-colored megaphone. He is positioned in the foreground, looking towards the left. In the background, a large crowd of people is seated in bleachers, filling a gymnasium. The scene is brightly lit, with large windows visible in the upper part of the frame. The entire image is overlaid with a semi-transparent green filter. The text "SY27 Staff Data" is written in white, bold, sans-serif font on the right side of the image.

SY27 Staff Data

2026-2027 Hiring Season

149 Vacancies

2026-2027 Vacancy Reasons



- LOA Coverage
- New Position
- Non-Renewal
- Reassignment
- Resignation
- Retirement
- Temporary
- Vacant

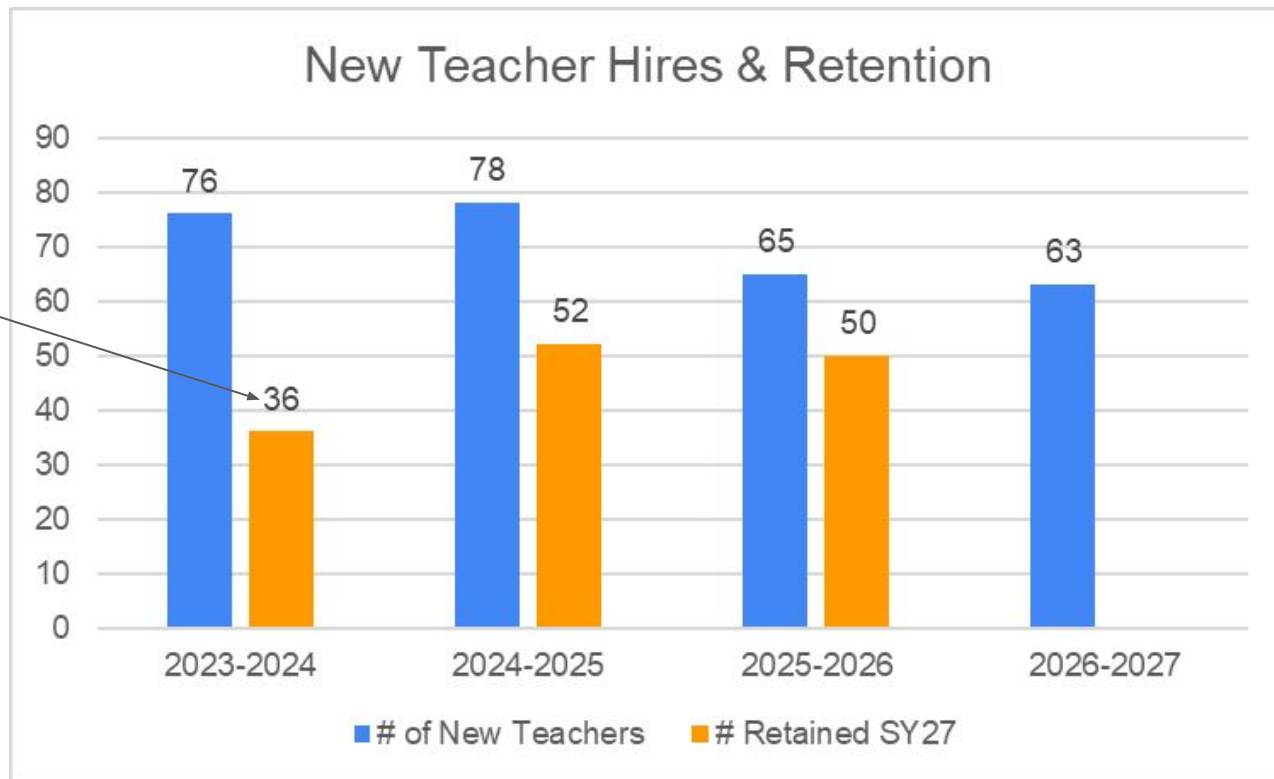
Resignations - 26		
Teachers	13	2.1%
Paraprofessionals	6	4.4%
Administrators	2	2.5%
Non-Union	5	2.7%

SY 2026-2027: New Hire Snapshot

Teachers	63
Nurses	1
Paraprofessionals	9
School Liaisons	1
Administrative Assistants, Department and School Secretaries	2 (plus 4 internal reassignments/promotions)
Administrators	9 (plus 9 internal reassignments/promotions)
Other Roles (Building Substitutes, SFLC, Central Office, Mediator, etc.)	12
TOTAL NEW STAFF FOR THE 2026-2027 SCHOOL YEAR	97 New SPS Staff

Years 1-3 Educators

**Who we
celebrated
tonight!**



New Educator Retention

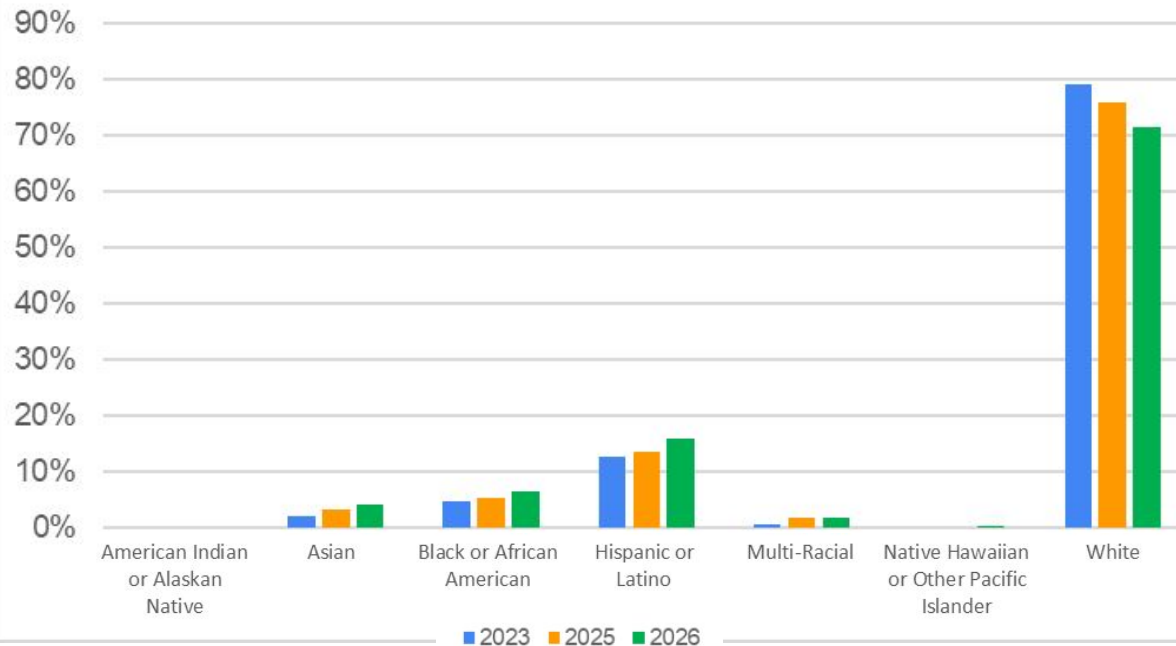
Length of Time	Average Retention Rate
1 Year	84%
2 Year	69%
3 Year	51%

SY27 Educator Retention Rate: 91%



Staff Diversification

Staff Race & Ethnicity



Race and Ethnicity	2023	2025	2026
American Indian or Alaskan Native	0.0%	0.0%	0.0%
Asian	2.3%	3.3%	4.1%
Black or African American	4.8%	5.3%	6.5%
Hispanic or Latino	12.8%	13.5%	15.9%
Multi-Racial	0.8%	1.9%	2.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.1%
White	79.3%	76.0%	71.4%

**Staff represented includes: all educators, paraprofessionals, family liaisons, supervisors of attendance, nurses, administrative assistants, and school and district administrators*

**YOU
ROCK!**

1st Annual

Staff Recognition
Ceremony

SOMERVILLE
PUBLIC SCHOOLS

Department Highlights

Highlights

Recruitment →

Hiring →
& On-Boarding

Retention →

Development →
& SupportAdvancement
& Recognition

- * Substitute Coordinator Role
- * Harvard Graduate School of Education (HGSE) Teaching Resident & Boston College Donovan Scholar Partnership
- * Instructional Coaching Expansion & Development
- * Barr Grant for Strengthening School Leadership - BC Lynch Leadership Academy & Relay
- * Staff Recognition