

Teaching Staff Diversity at District Schools

TUCSON UNIFIED
SCHOOL DISTRICT

April 5, 2016

What Does the USP Say?

The District shall identify significant disparities (***i.e., more than a 15 percentage point variance***) between the percentage of African American or Latino certificated staff or administrators at an individual school and district-wide percentages for schools at the comparable grade level. USP § IV(E)(2)

The District shall assess the reason(s) for the disparities and shall review and address ... its hiring and assignment practices, including enforcing hiring policies and providing additional targeted training to staff members involved in hiring and assignment. Id.

“The assessment of significant disparities shall also take into account the percentage of African American and Latino students on each school campus.”

USP § IV(E)(2)

Court Order 3/28/16

1. School *transfers* by TUSD teachers *shall not create or add to racial disparities* in any school.

2. School transfer requests that contribute to the elimination of racial disparities shall have priority.

3. *Incentives* shall be used to motivate voluntary transfers. These incentives shall include, but not be limited to, financial incentives, reduction or modification of workload, and enhanced opportunities for professional advancement. ...

4. Beginning teachers may be assigned to schools at which students are achieving above the district average when such assignment will increase faculty diversity.

5. As necessary, the district shall actively *recruit teachers to transfer* to new schools when such transfers will bring about compliance with the relevant provisions of the USP.

IT IS FURTHER ORDERED that the District shall develop and implement a plan to eliminate all significant disparities in 2017-18 using the practices outlined above

	White	AA	Hisp	NatAm	Asian	Total	White	AA%	Hisp%	NatAm	Asian	Total
ELEMENTARY	573	19	256	12	28	888	65%	2%	29%	1%	3%	100%
Banks	7	2	6	0	0	15	47%	13%	40%	0%	0%	100%
Blenman	14	0	4	0	0	18	78%	0%	22%	0%	0%	100%
Bloom	13	2	2	0	1	18	72%	11%	11%	0%	6%	100%
Bonillas	16	0	5	1	0	22	73%	0%	23%	5%	0%	100%
Borman	11	2	5	0	3	21	52%	10%	24%	0%	14%	100%
Borton	12	0	12	1	0	25	48%	0%	48%	4%	0%	100%
Carrillo	8	0	8	0	2	18	44%	0%	44%	0%	11%	100%
Cavett	6	0	8	0	1	15	40%	0%	53%	0%	7%	100%
Collier	11	0	0	0	1	12	92%	0%	0%	0%	8%	100%
Cragin	15	0	6	0	0	21	71%	0%	29%	0%	0%	100%
Davidson	11	1	3	0	0	15	73%	7%	20%	0%	0%	100%
Davis	4	0	14	0	0	18	22%	0%		0%	0%	100%
Drachman	9	0	5	1	0	15	60%	0%	33%	7%	0%	100%
Dunham	10	0	1	0	0	11	91%	0%	9%	0%	0%	100%
Erickson	15	1	3	0	1	20	75%	5%	15%	0%	5%	100%
Ford	11	1	5	0	0	17	65%	6%	29%	0%	0%	100%
Fruchthendler	14	0	1	0	0	15	93%	0%	7%	0%	0%	100%
Gale	18	0	1	0	0	19	95%	0%	5%	0%	0%	100%
Grijalva	14	0	10	1	1	26	54%	0%	38%	4%	4%	100%
Henry	17	0	1	0	0	18	94%	0%	6%	0%	0%	100%
Holladay	10	2	1	0	1	14	71%	14%	7%	0%	7%	100%
Howell	12	2	2	0	0	16	75%	13%	13%	0%	0%	100%
Hudlow	13	0	2	0	0	15	87%	0%	13%	0%	0%	100%
Johnson	7	0	5	2	0	14	50%	0%	36%	14%	0%	100%
Kellond	22	0	2	1	0	25	88%	0%	8%	4%	0%	100%

	White	Af. Am..	Hisp	Nat Am.	Asian /PI	Total	White	Af. Am..	Hisp	Nat Am.	Asian /PI	Total
ELEMENTARY	573	19	256	12	28	888	65%	2%	29%	1%	3%	100%
Lineweaver	23	0	3	0	0	26	88%	0%	12%	0%	0%	100%
Lynn/Urquides	14	1	10	0	0	25	56%	4%	40%	0%	0%	100%
Maldonado	8	0	6	0	0	14	57%	0%	43%	0%	0%	100%
Manzo	6	0	7	1	0	14	43%	0%	50%	7%	0%	100%
Marshall	11	0	2	0	0	13	85%	0%	15%	0%	0%	100%
Miller	9	0	15	0	2	26	35%	0%	58%	0%	8%	100%
Mission View	4	0	7	0	3	14	29%	0%	50%	0%	21%	100%
Myers/Ganoung	17	0	2	0	0	19	89%	0%	11%	0%	0%	100%
Ochoa	4	0	5	0	0	9	44%	0%	56%	0%	0%	100%
Oyama	10	0	7	0	0	17	59%	0%	41%	0%	0%	100%
Robison	10	1	8	0	1	20	50%	5%	40%	0%	5%	100%
Sam Hughes	14	0	3	0	0	17	82%	0%	18%	0%	0%	100%
Sewell	8	0	6	1	1	16	50%	0%	38%	6%	6%	100%
Soleng Tom	18	1	1	0	0	20	90%	5%	5%	0%	0%	100%
Steele	13	0	2	0	0	15	87%	0%	13%	0%	0%	100%
Tolson	4	0	11	0	1	16	25%	0%	69%	0%	6%	100%
Tully	9	0	4	2	0	15	60%	0%	27%	13%	0%	100%
Van Buskirk	4	0	11	0	0	15	27%	0%	73%	0%	0%	100%
Vesey	20	1	5	1	2	29	69%	3%	17%	3%	7%	100%
Warren	7	0	7	0	4	18	39%	0%	39%	0%	22%	100%
Wheeler	14	2	5	0	0	21	67%	10%	24%	0%	0%	100%
White	14	0	12	0	1	27	52%	0%	44%	0%	4%	100%
Whitmore	17	0	2	0	0	19	89%	0%	11%	0%	0%	100%
Wright	15	0	3	0	2	20	75%	0%	15%	0%	10%	100%

	White	Af. Am..	Hisp	Nat Am.	Asian /PI	Total	White	Af. Am..	Hisp	Nat Am.	Asian /PI	Total
K-8	212	16	155	8	5	396	54%	4%	39%	2%	1%	100%
Booth-Fickett	45	4	9	0	1	59	76%	7%	15%	0%	2%	100%
C.E. Rose	14	1	16	1	0	32	44%	3%	50%	3%	0%	100%
Dietz K-8	21	1	2	0	0	24	88%	4%	8%	0%	0%	100%
Hollinger K-8	7	0	17	0	1	25	28%	0%	68%	0%	4%	100%
Lawrence 3-8	7	2	5	1	0	15	47%	13%	33%	7%	0%	100%
MB McCorkle	12	0	22	0	0	34	35%	0%	65%	0%	0%	100%
Miles ELC	16	1	6	0	0	23	70%	4%	26%	0%	0%	100%
Morgan Max	11	1	15	0	0	27	41%	4%	56%	0%	0%	100%
Pueblo G	8	0	9	1	0	18	44%	0%	50%	6%	0%	100%
Roberts/Naylor	19	3	6	1	1	30	63%	10%	20%	3%	3%	100%
Robins K-8	14	0	9	2	0	25	56%	0%	36%	8%	0%	100%
Roskruge	8	0	28	0	1	37	22%	0%		0%	3%	100%
Safford	30	3	11	2	1	47	64%	6%	23%	4%	2%	100%

