Agenda Item:	IV D: Information/Discussion Item
Date:	October 10, 2024
To:	Magnolia Educational & Research Foundation dba Magnolia Public Schools ("**MPS**") Board of Directors (the "**Board**")
From:	Alfredo Rubalcava, CEO & Superintendent
Staff Lead(s):	Fiorella Del Carpio, Chief People Officer
RE:	Comprehensive Diversity and Demographic Analysis: Organizational Workforce and Turnover Insights

Action Proposed:

No action is required.

Purpose:

This year marks the first time we are introducing detailed demographic and staffing data to the Magnolia Public Schools board in addition to our previously annual reported data. This new data will serve as a foundational benchmark for analyzing trends in diversity, equity, and inclusion (DEI) over time. Our goal is to use this information to track progress year over year, allowing us to assess the effectiveness of our recruitment and retention efforts. By understanding where we align and where we can improve, we aim to foster a more inclusive environment for both staff and students.

Key Demographic Insights:

1. **Ethnic Breakdown**: While Magnolia Public Schools demonstrates a strong commitment to diversity, with a workforce that reflects the broad ethnic makeup of our student population, there is still room for growth. Currently, the three largest student bodies are represented by 76% Hispanic/Latino, 9.7% White and 6.6% African American, but there are slight gaps in teacher and staff representation. We have an opportunity to further focus recruitment efforts on educators of color, particularly African American and Asian candidates, to better mirror the diversity of our students and deepen our commitment to equity.
2. **Gender Representation**: Gender diversity within the staff, particularly among teachers and classified staff, reflects the gender demographics of the student body, promoting relatable role models for students.
3. **Age Distribution**: Magnolia Public Schools' age demographics present a balanced mix of experienced educators nearing retirement and newer staff, many of whom may be in their first roles in education. This presents an opportunity to foster a deliberate transfer of knowledge between seasoned professionals and newer educators. To support this, we can focus on

developing leadership pipelines and mentorship programs, enabling experienced staff to train the next generation of leaders. Additionally, providing structured professional development from internal leadership will ensure continuity and sustained organizational success as we prepare for future retirements.

4. **Retention Trends**: Staff retention rates remain stable, bolstered by our ongoing efforts to position Magnolia Public Schools as an employer of choice. Our recent partnership with the Charter School Growth Fund (CSGF) is equipping us with tools, resources, and insights to enhance retention and organizational effectiveness. Initiatives such as the newly approved 403 (b) plan and our collaboration with a compensation consultant, focusing first on instructional staff, are already contributing to stronger retention data. These efforts reflect our commitment to retaining quality staff and improving overall workforce satisfaction.

Conclusion:

Magnolia Public Schools is setting a strong foundation for aligning staff diversity with student demographics, enhancing cultural relevance and promoting equity in education. This year's data provides a critical benchmark for measuring progress in our diversity, equity, and inclusion (DEI) efforts. By tracking trends and implementing initiatives such as targeted recruitment of educators of color and staff retention strategies, we are positioning MPS as a leader in fostering an inclusive environment. These efforts, supported by our 403 (b) plan and compensation review, demonstrate our commitment to long-term organizational growth and student success.

Historical Data and Workforce Metrics Report for MPS Board Review:

The following historical HR data is being presented to the Magnolia Public Schools (MPS) Board of Directors to provide a comprehensive view of our workforce trends and metrics. This includes key insights on headcounts, introduction of new Performance Key Indicator (KPI) Time to Fill, and mandatory training completion. By sharing this data, we aim to assess the progress made over the past year and establish a foundation for continuous improvement in our staffing, retention efforts, and overall organizational health.

ITEM	INFORMATION
2022-23 HEADCOUNT	The number of all MPS employees as of 10/07/2024 is 462. Since July 1, 2024, the new hire employee number is 80. MPS currently has 213 teachers.
RETENTION RATES	Overall MPS 2023-24 retention rate is: 81.34%. ** Overall 2023-24 teacher retention rate is: 77.51%. ***This rate is calculated based on the dates from October 3, 2023 to October 2, 2024.*
TURNOVER RATES	Overall MPS 2023-24 MPS turnover rate is: 18.66%. ** Overall 2023-24 teacher turnover rate is: 22.49%. ***This rate is calculated based on the dates from October 3, 2023 to October 2, 2024.*

MANDATORY TRAININGS	The mandatory training for all MPS employees has been integrated into their Paycom accounts, the school's HRIS system. This implementation streamlines the process, making it more convenient for employees to complete required courses and enabling supervisors to efficiently monitor completion and generate necessary reports. This approach ensures both accountability and ease of access, enhancing the overall effectiveness of our compliance and professional development initiatives. ● As of 08/31/2024, 100% of all MPS employees required to complete their mandatory training have successfully done so. This demonstrates our commitment to full compliance and professional development across the organization.
KPI: Time to Fill Vacancies	To measure the efficiency of our recruitment process by tracking the number of days it takes to fill an open position, from the moment the job requisition is posted to the time a candidate accepts the offer. This metric helps evaluate the effectiveness of our hiring strategy, identify bottlenecks, and improve staffing planning and personnel budgeting. By reducing Time to Fill, we can minimize disruptions, enhance productivity, and secure top talent more quickly.

Budget Implications: N/A

Exhibits:

- 2024-25 Comprehensive Diversity and Demographic Analysis: Organizational Workforce and Turnover Insights

MAGNOLIA PUBLIC SCHOOLS

COMPREHENSIVE DIVERSITY AND DEMOGRAPHIC ANALYSIS: ORGANIZATIONAL WORKFORCE AND TURNOVER INSIGHTS

2024-25

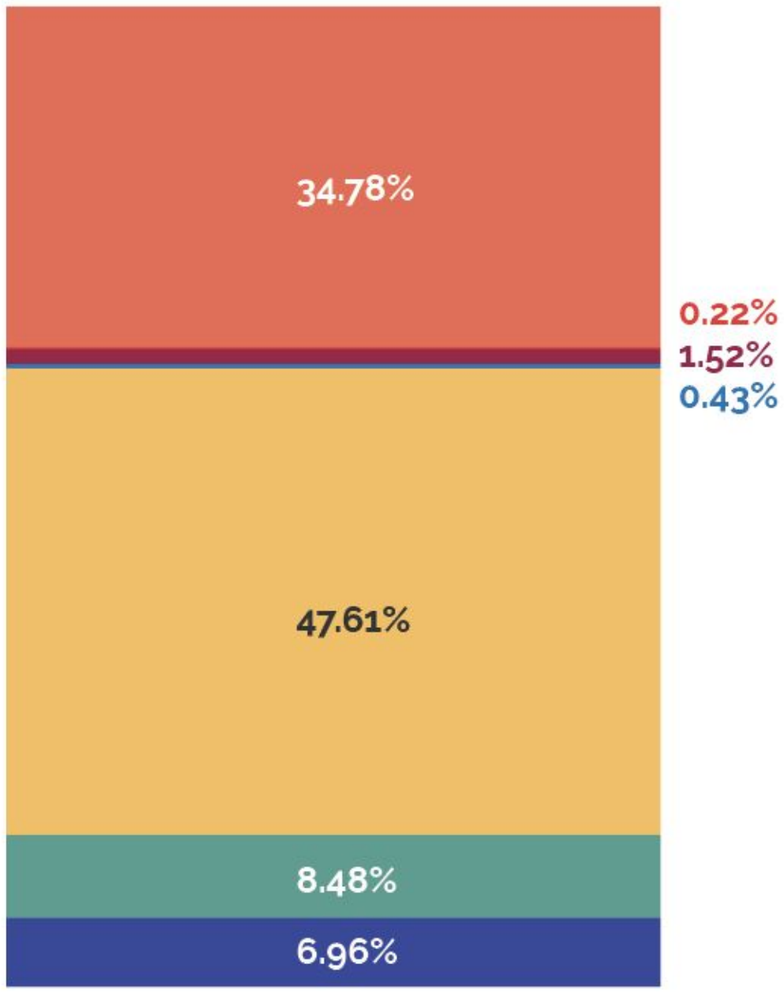
ETHNICITY

Breakdown

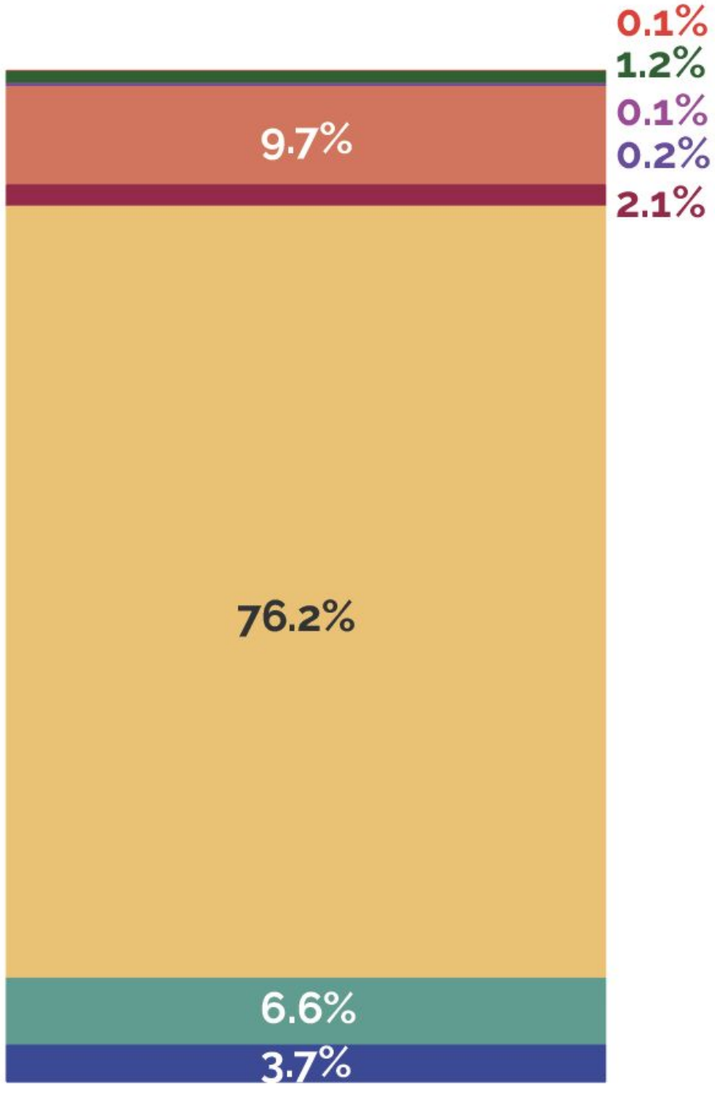
ETHNICITY

White
Hispanic or Latino
Black or African American
Asian
Native Hawaiian or Other Pacific Islander
Two or More Races
American Indian
Pacific Islander
Filipino
Not Reported

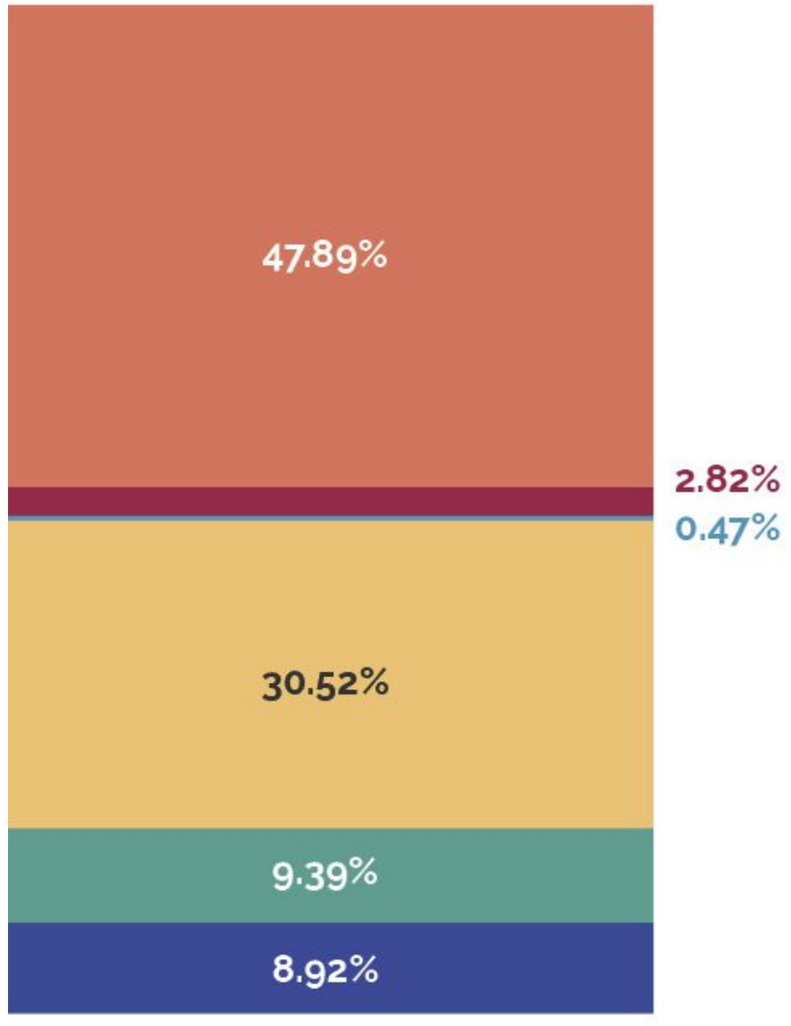
Org-wide



Students



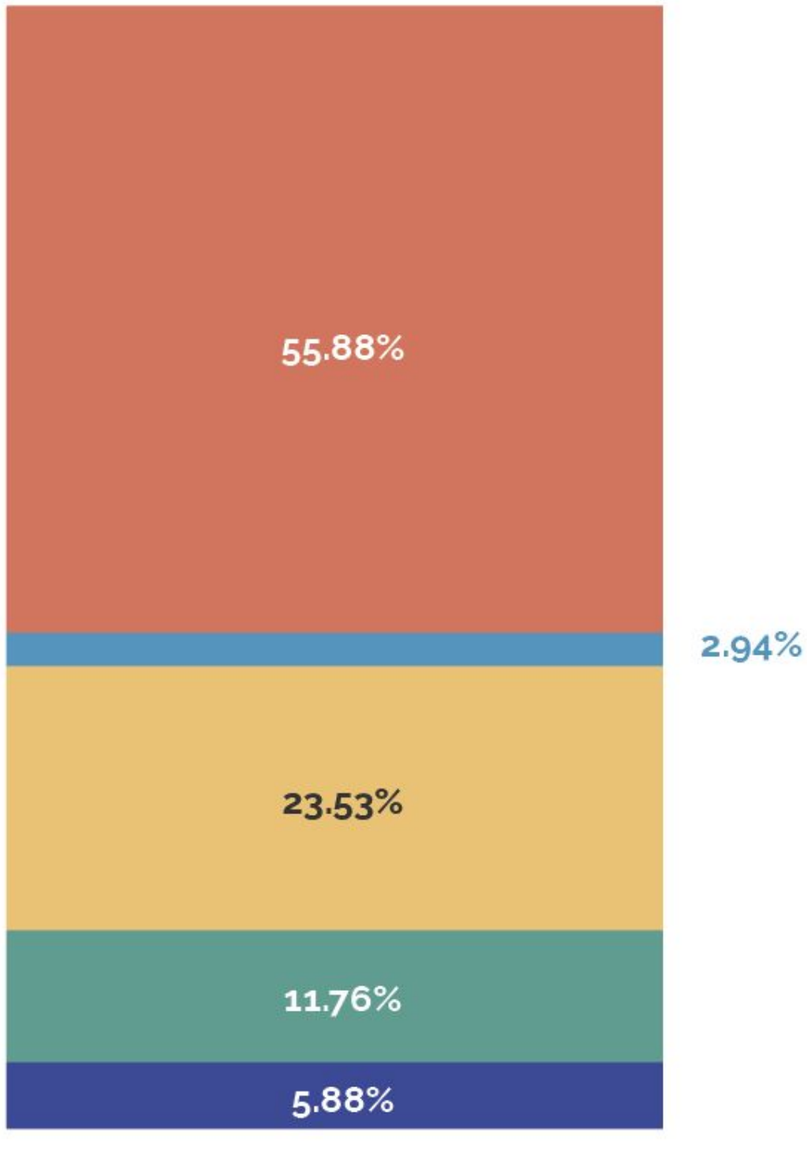
Teachers



ETHNICITY

White
Hispanic or Latino
Black or African American
Asian
Native Hawaiian or Other Pacific Islander
Two or More Races
American Indian
Pacific Islander
Filipino
Not Reported

Admin



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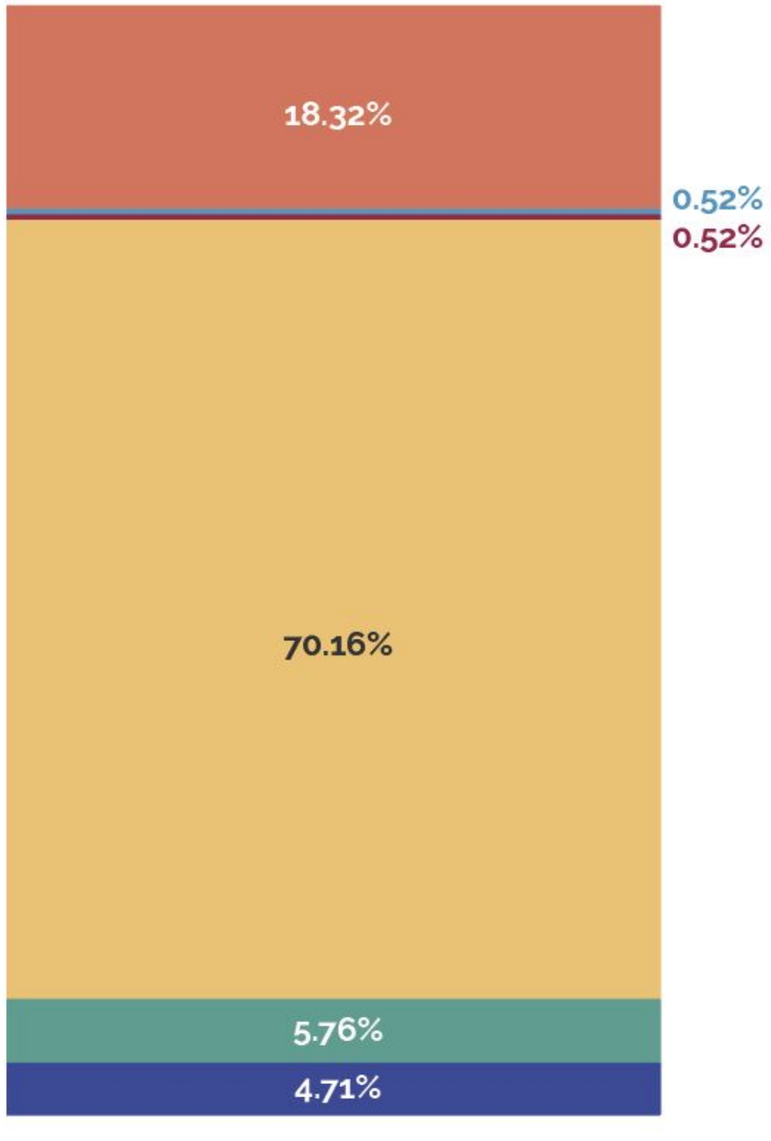
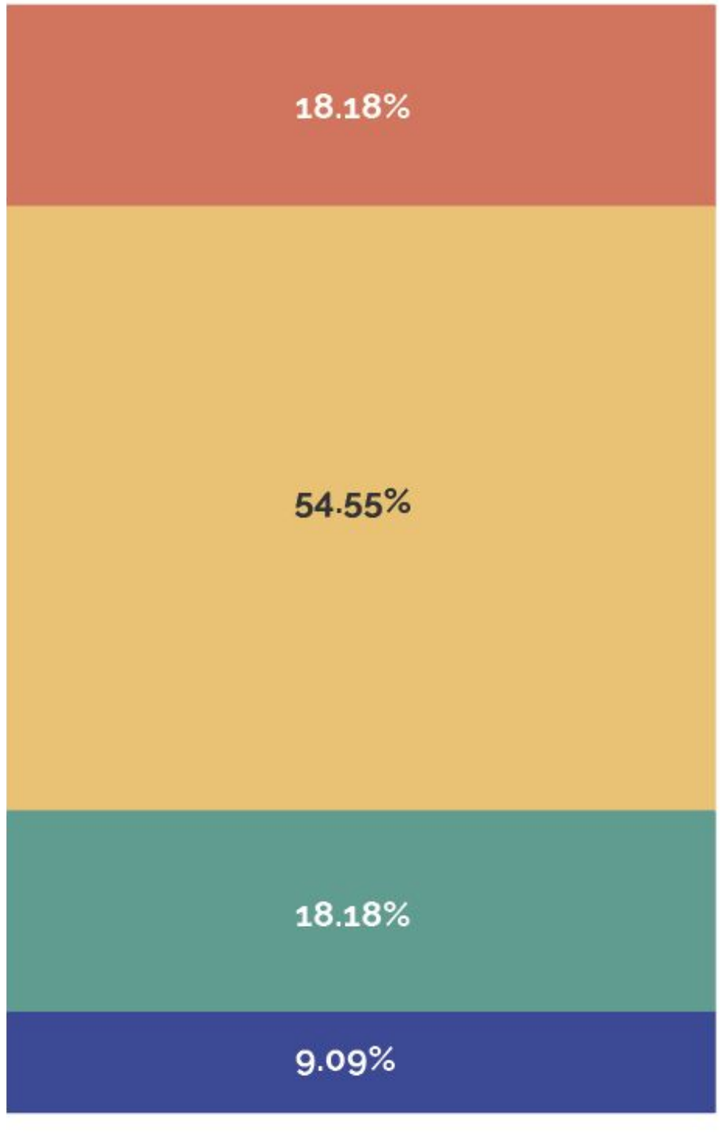


Non-Classroom



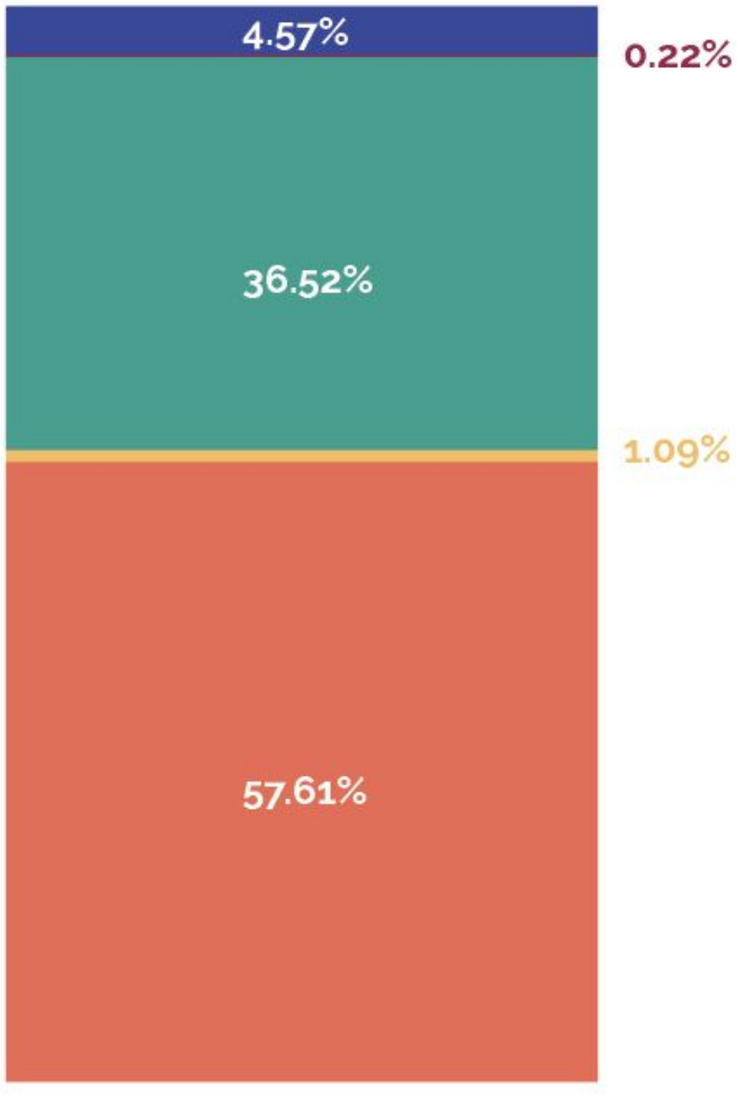
GENDER

Breakdown

GENDER

Female Male Non-Binary Unspecified
I do not wish to self identify

Org-wide



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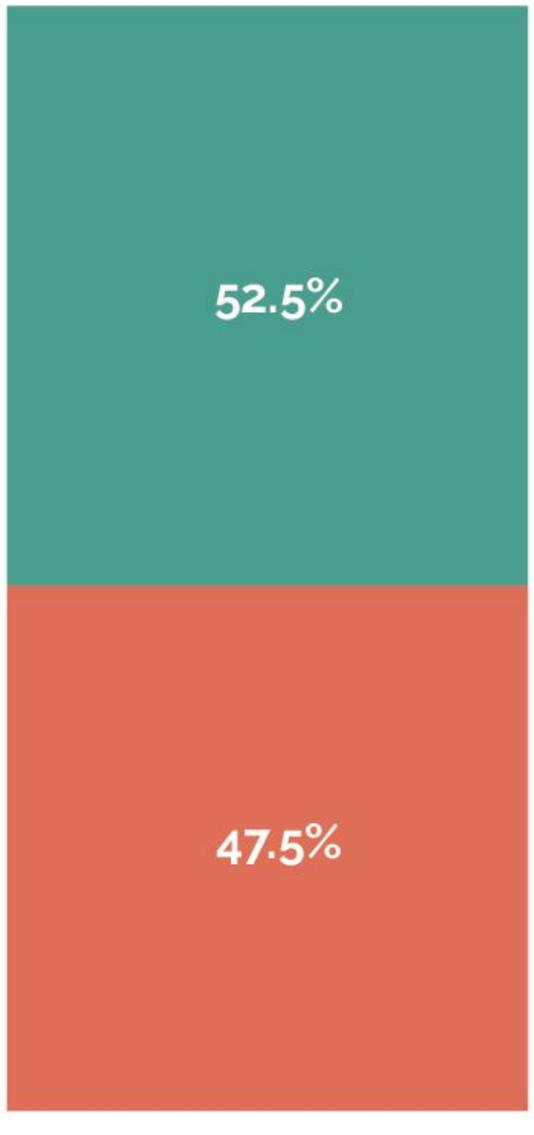
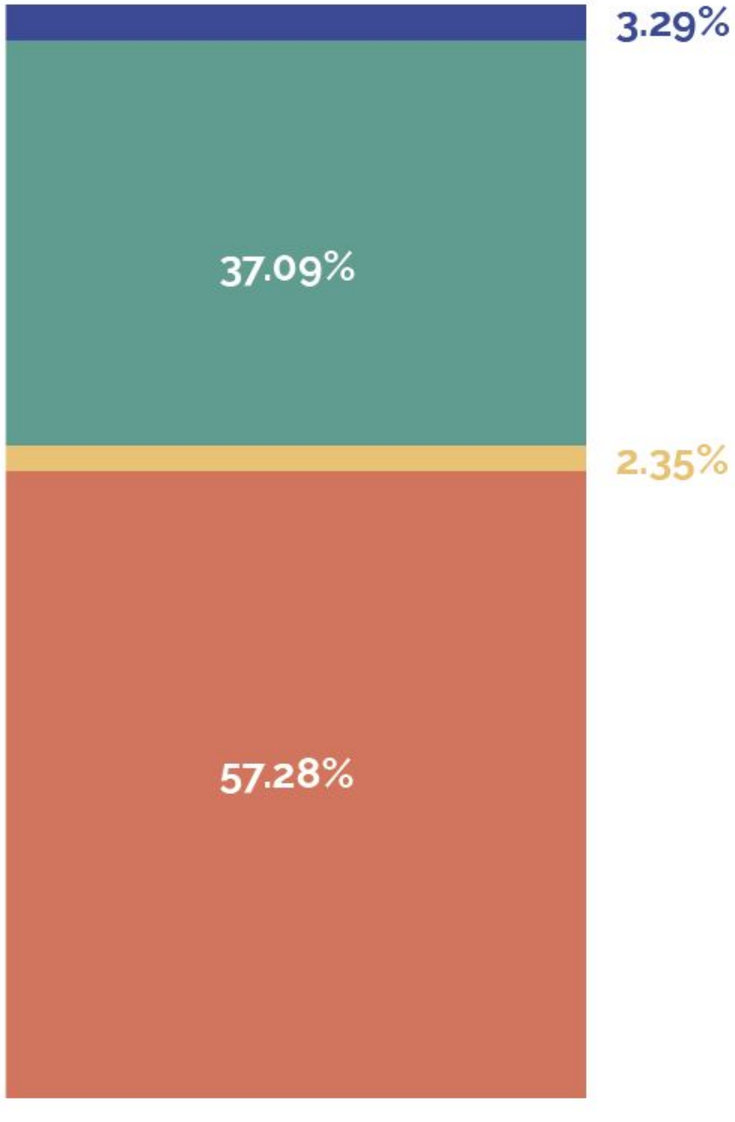


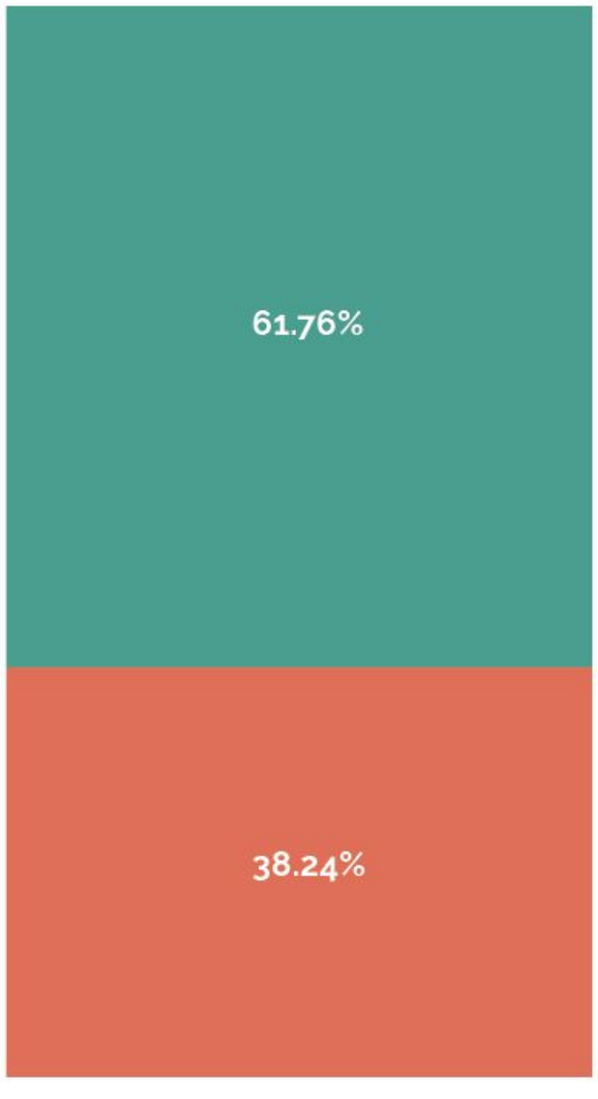
Teachers



GENDER

Female
Male
Non-Binary
Unspecified
I do not wish to self identify

Admin



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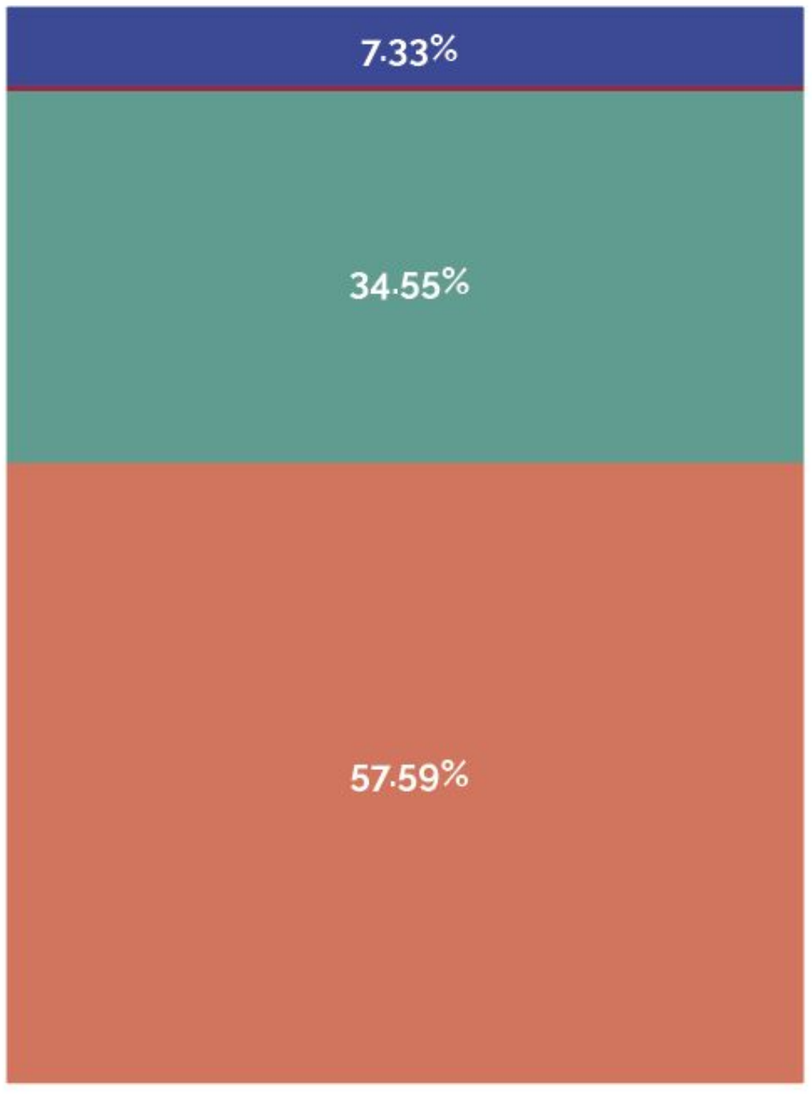

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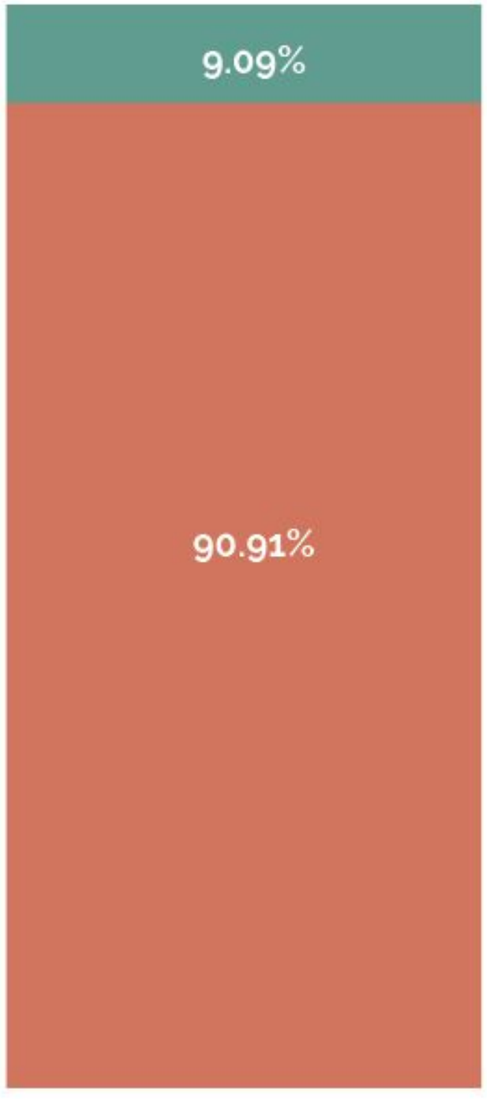
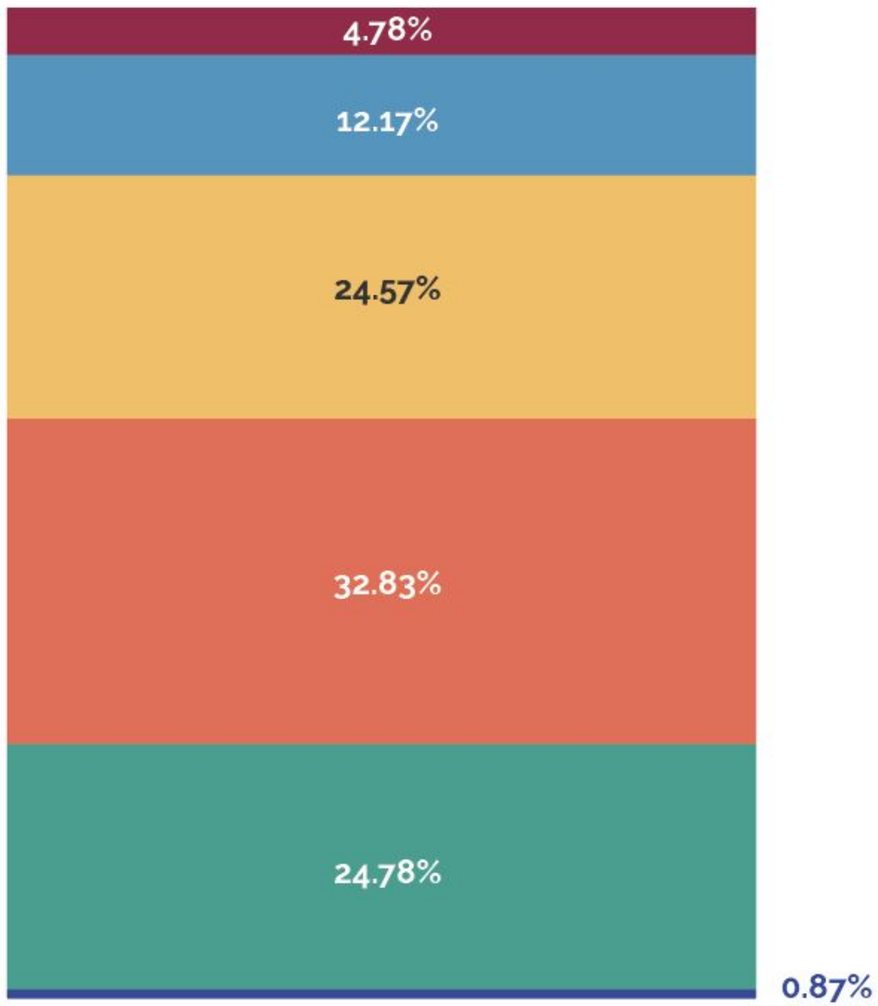


AGE

Breakdown

AGE

Org-wide



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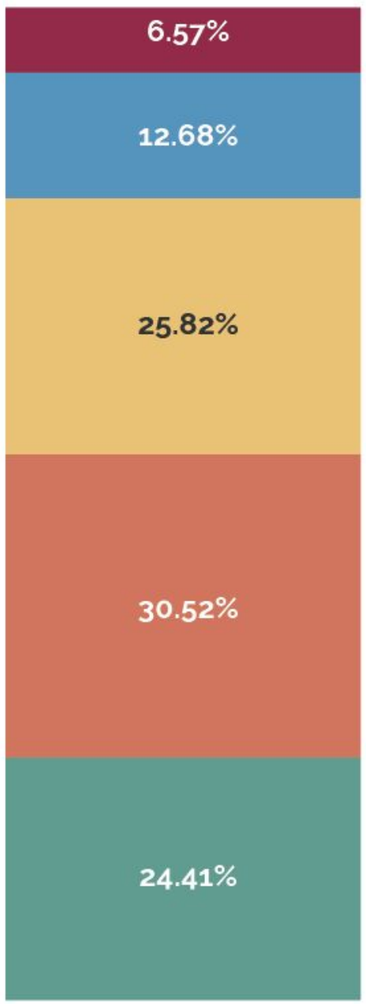

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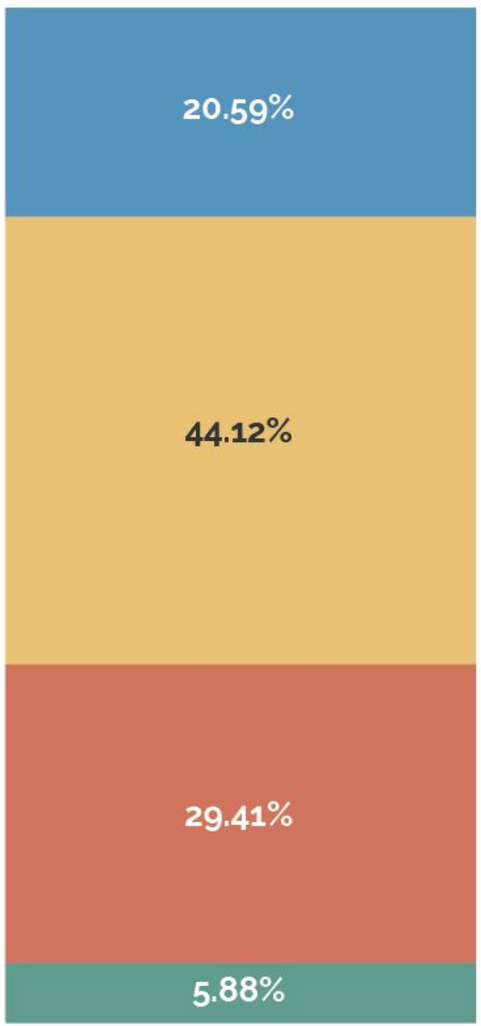

AGE

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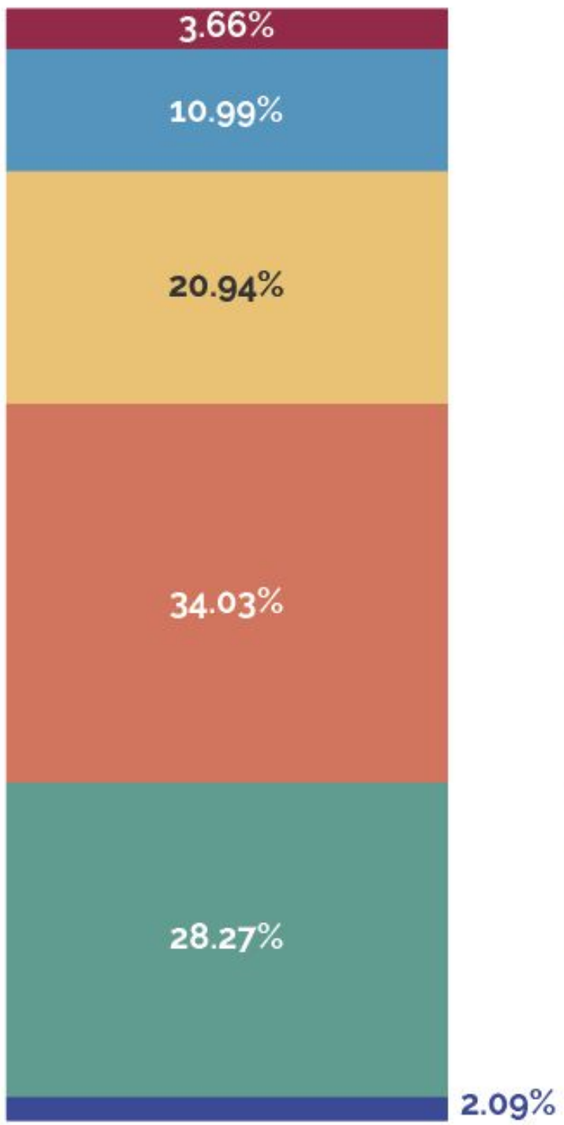
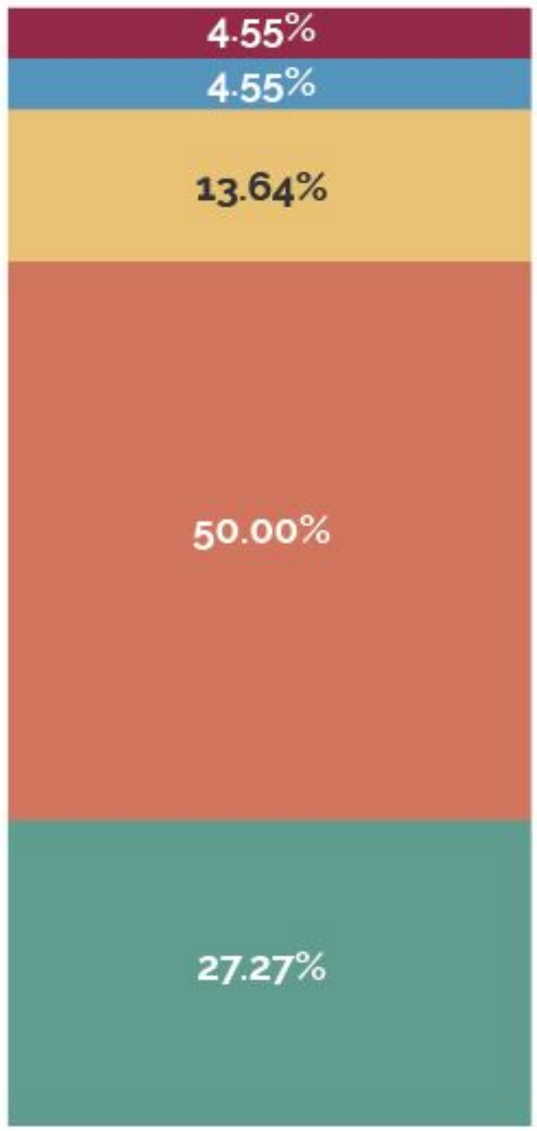


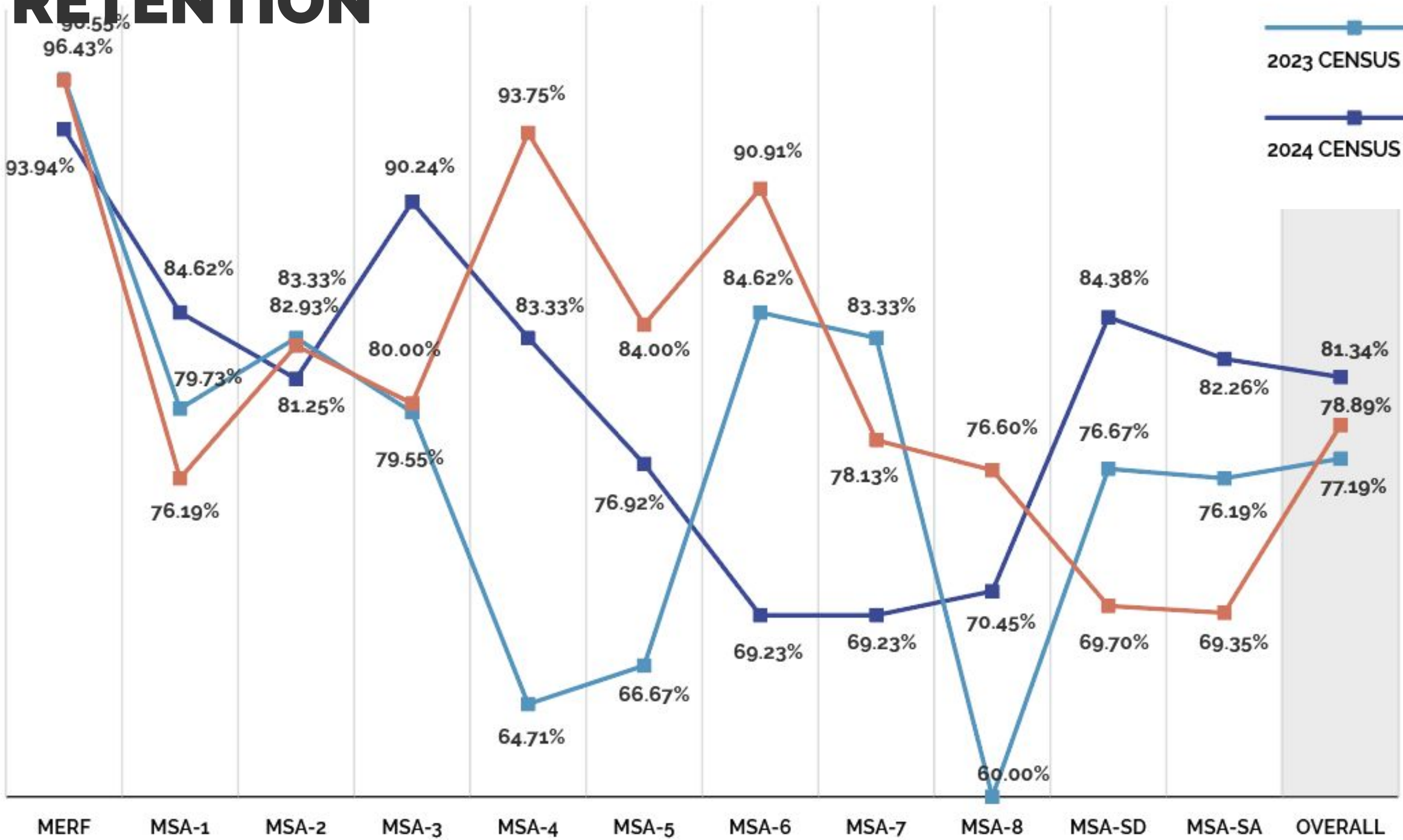
Non-Classroom



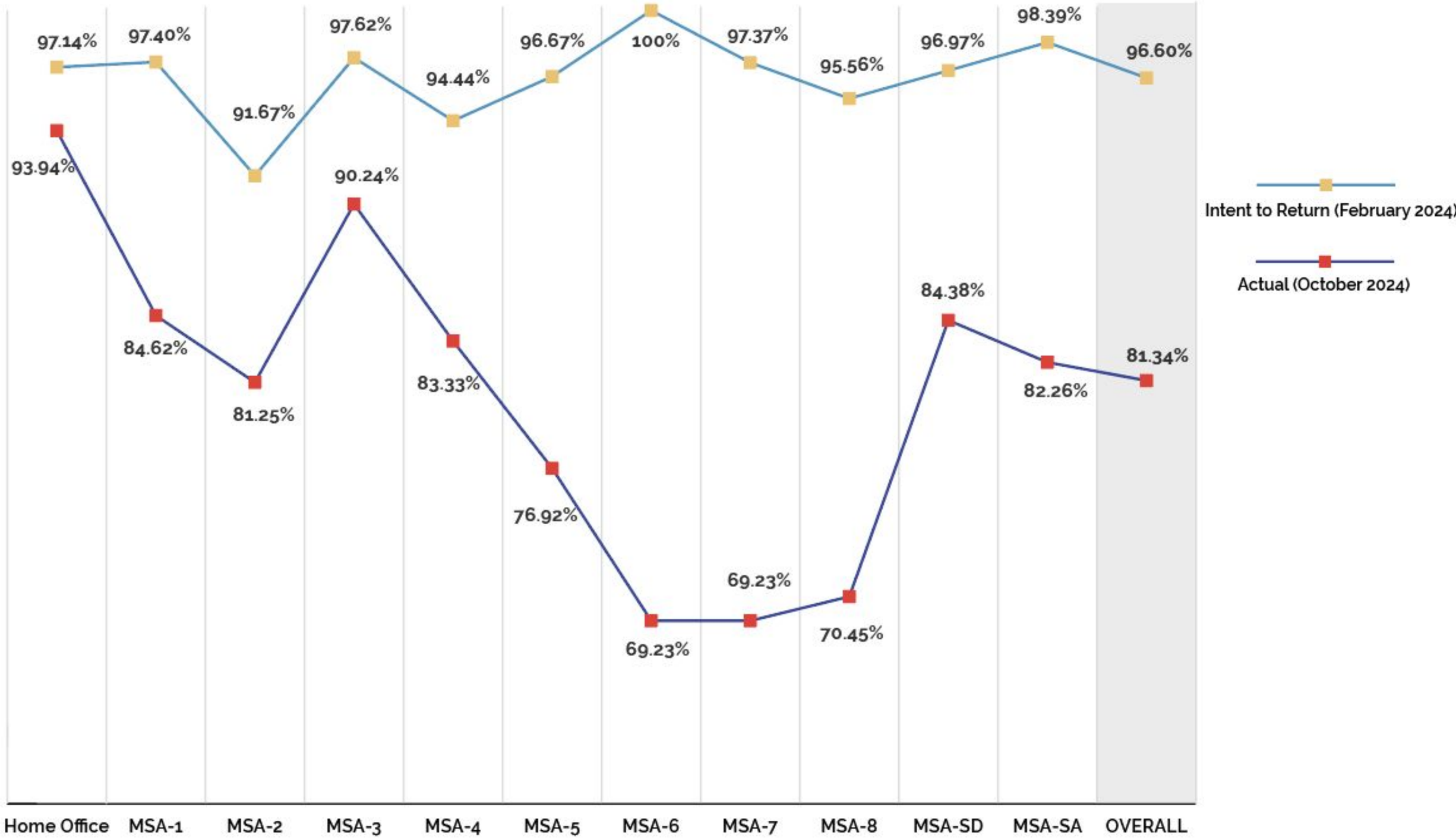
RETENTION

Staff

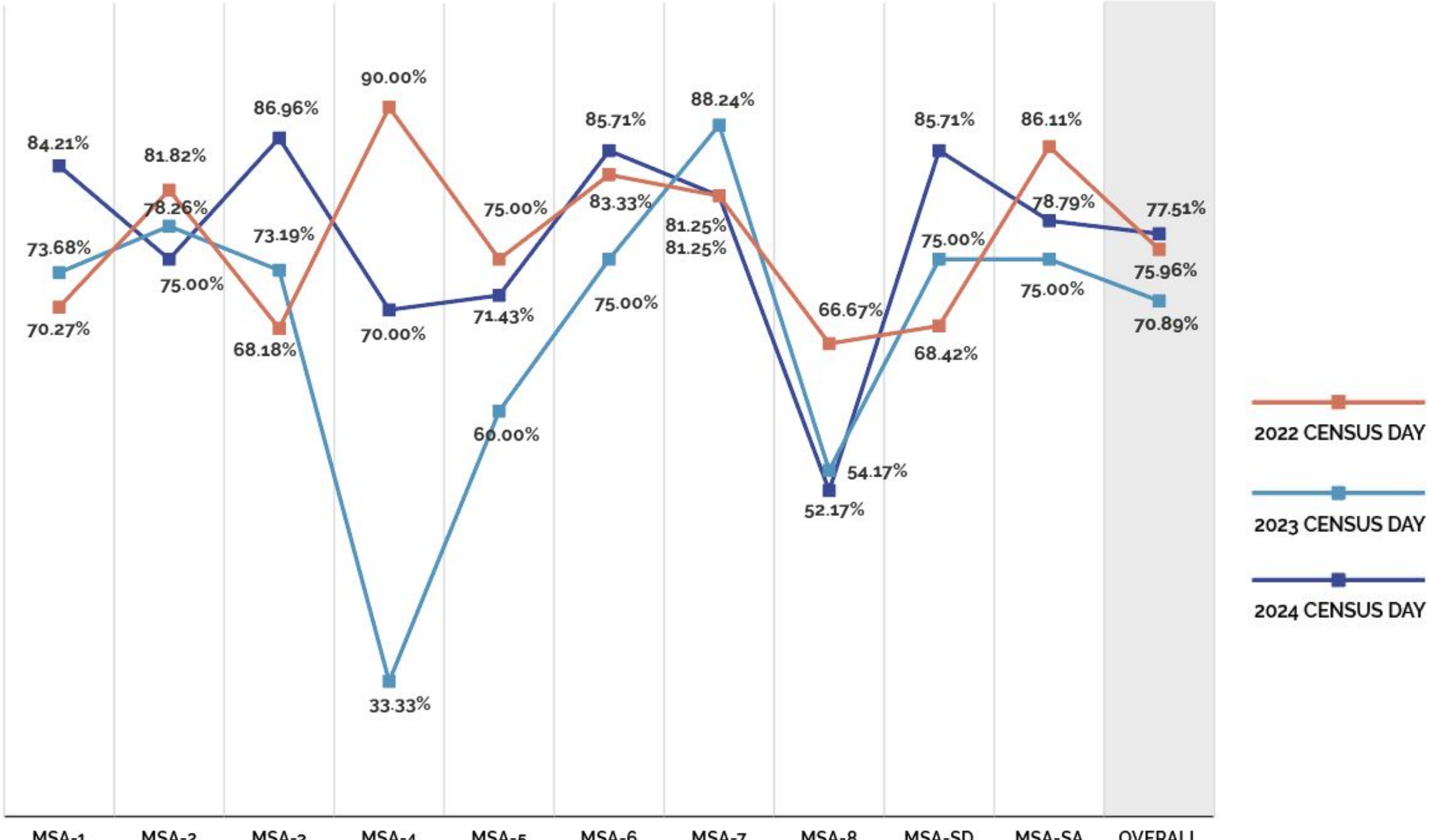
HISTORICAL ALL STAFF RETENTION



ALL STAFF RETENTION



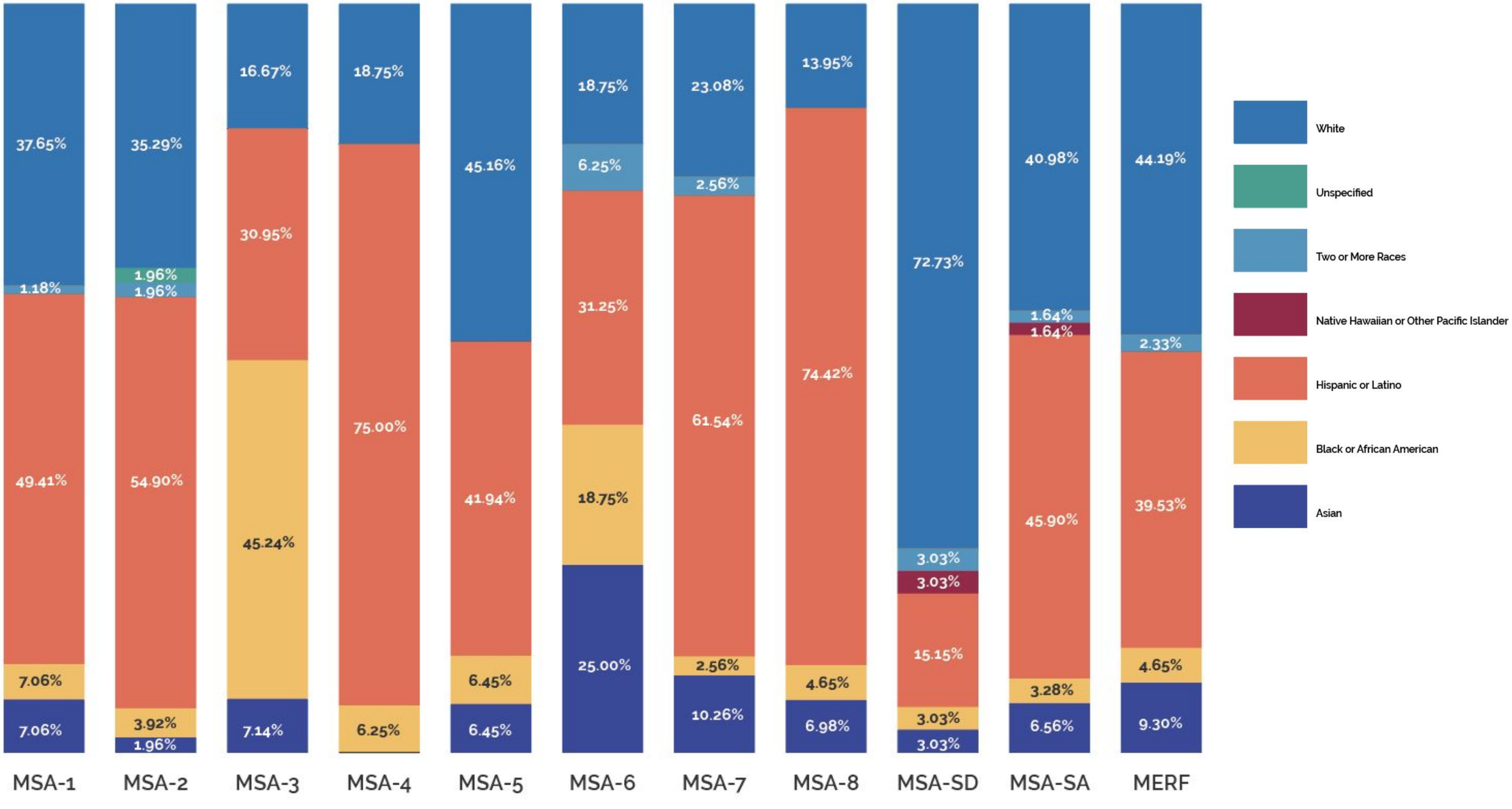
HISTORICAL TEACHER RETENTION



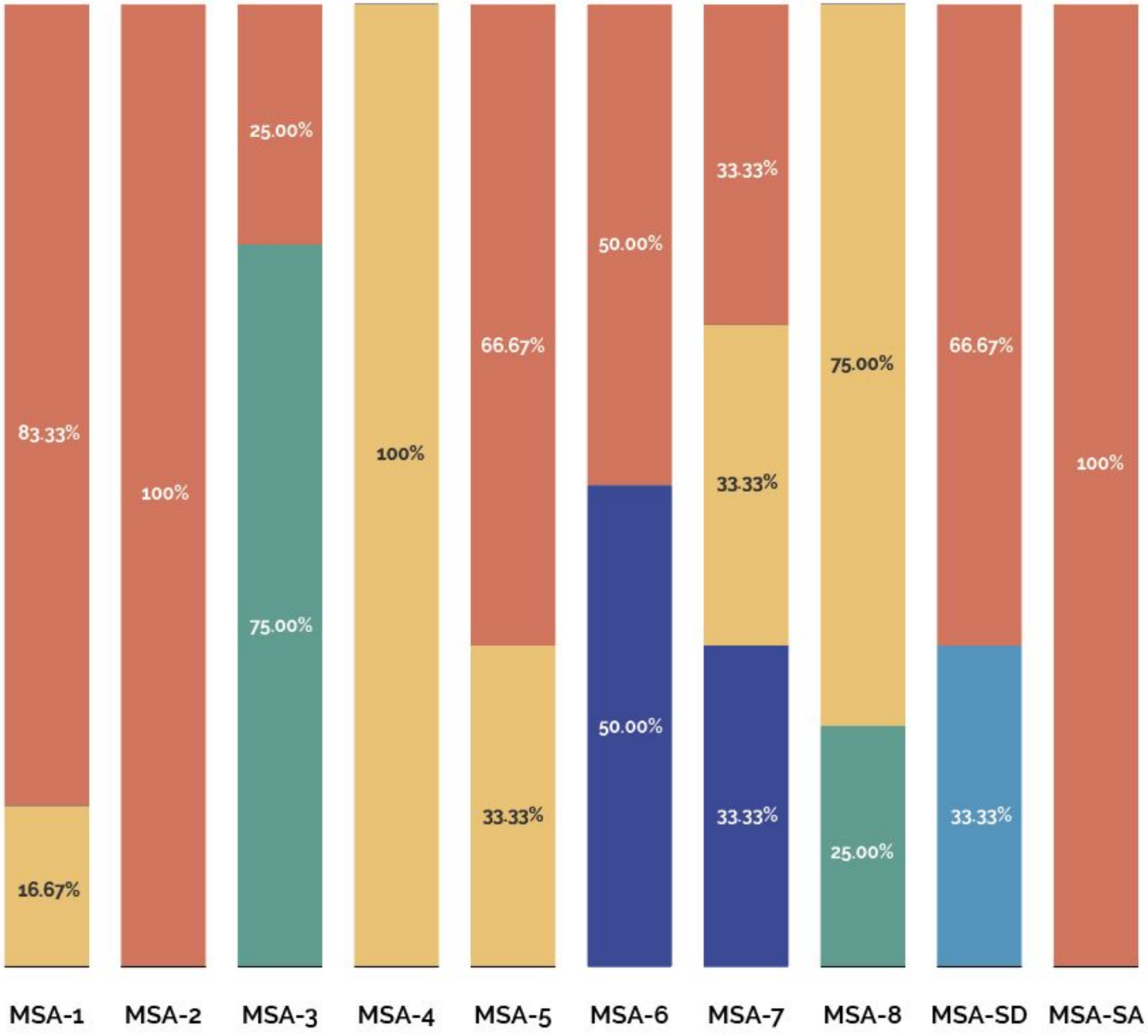
Appendix

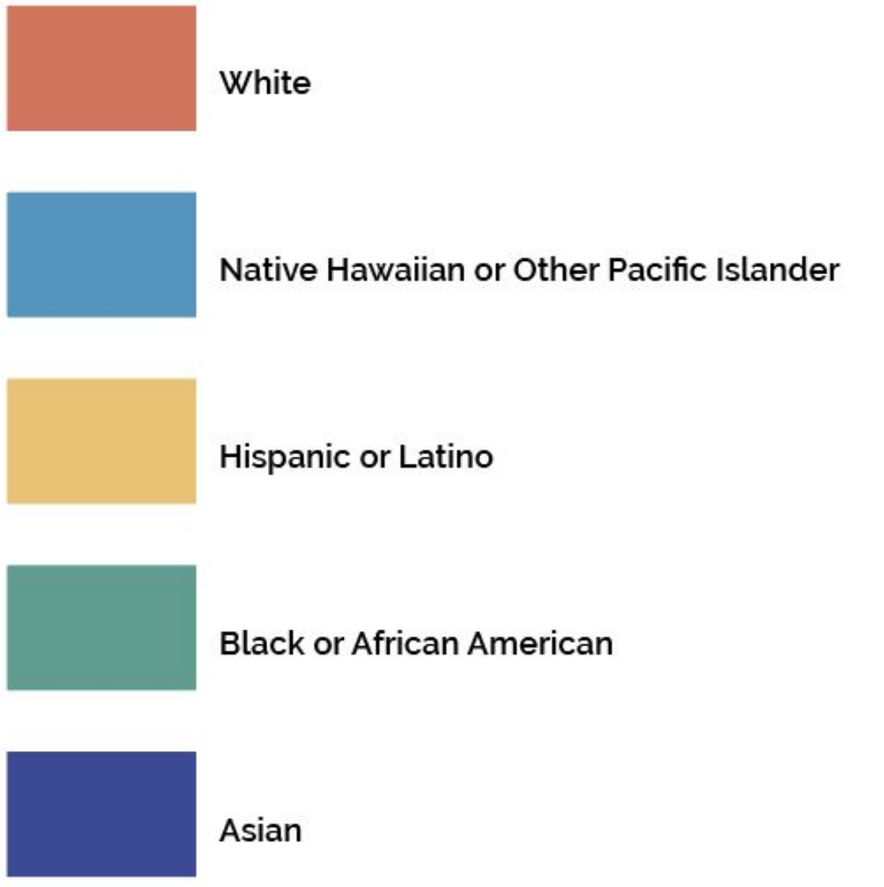
School Deep Dive

ETHNICITY • *Staff*

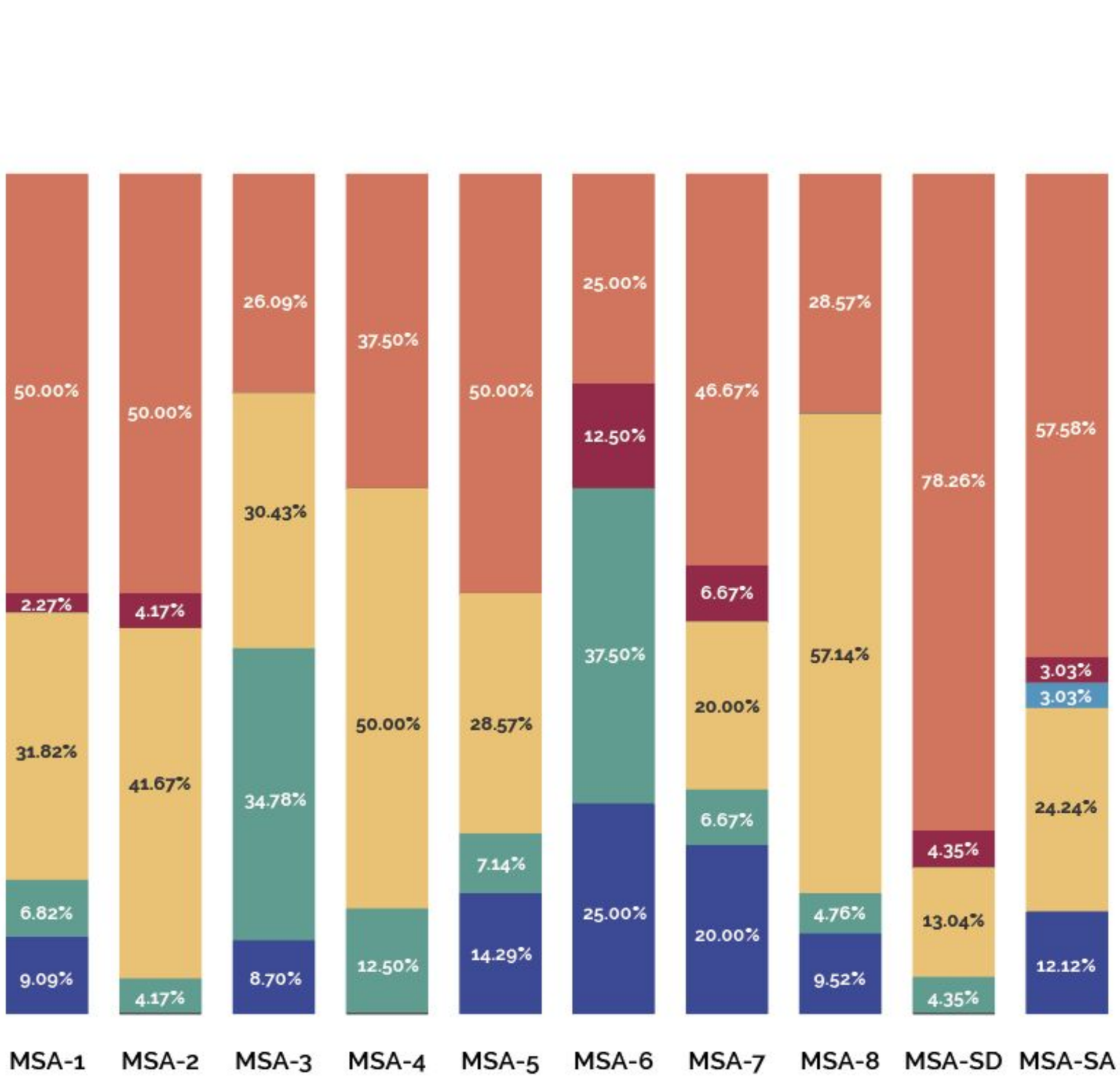


ETHNICITY • *Admin Site Breakdown*

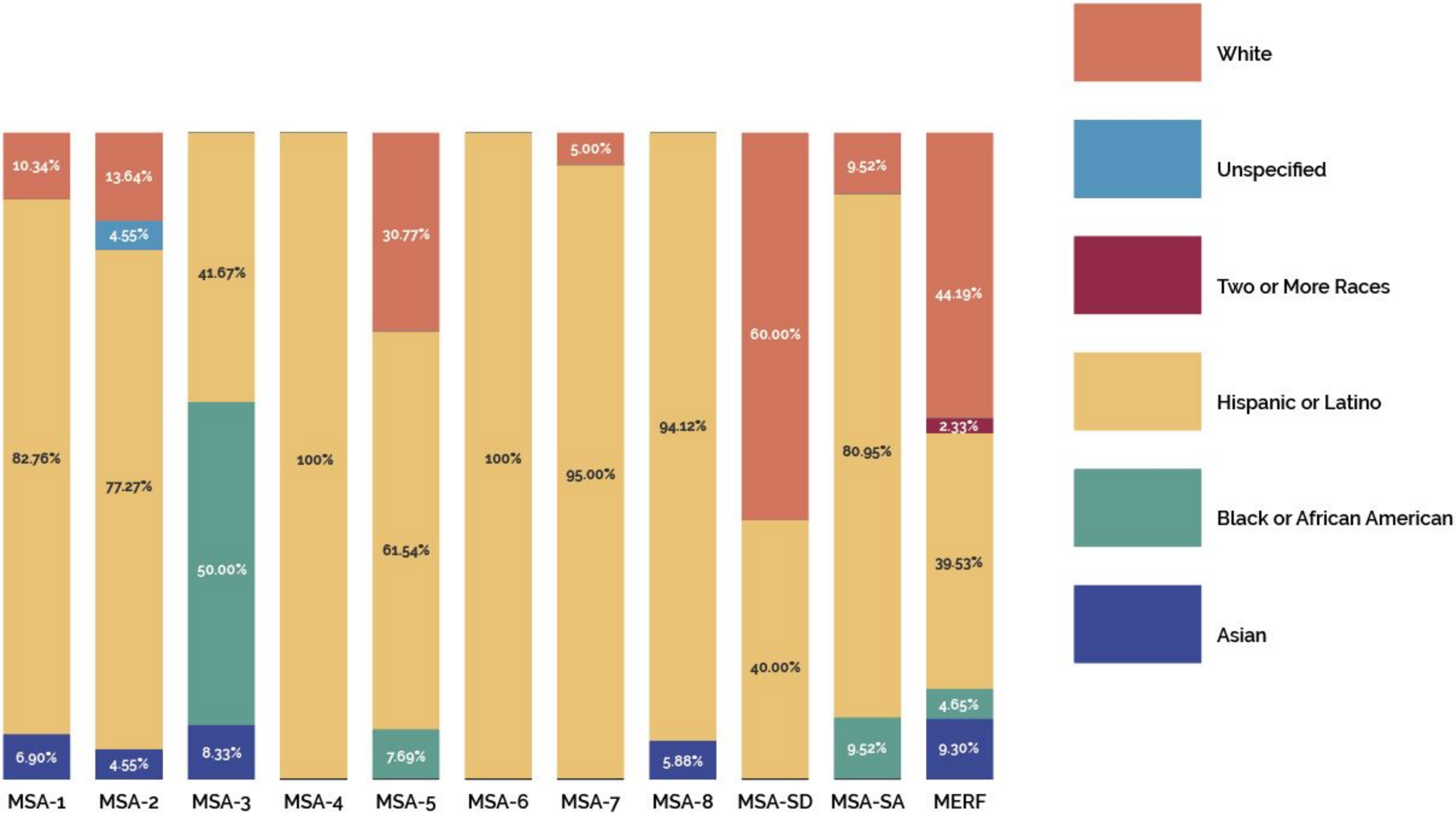




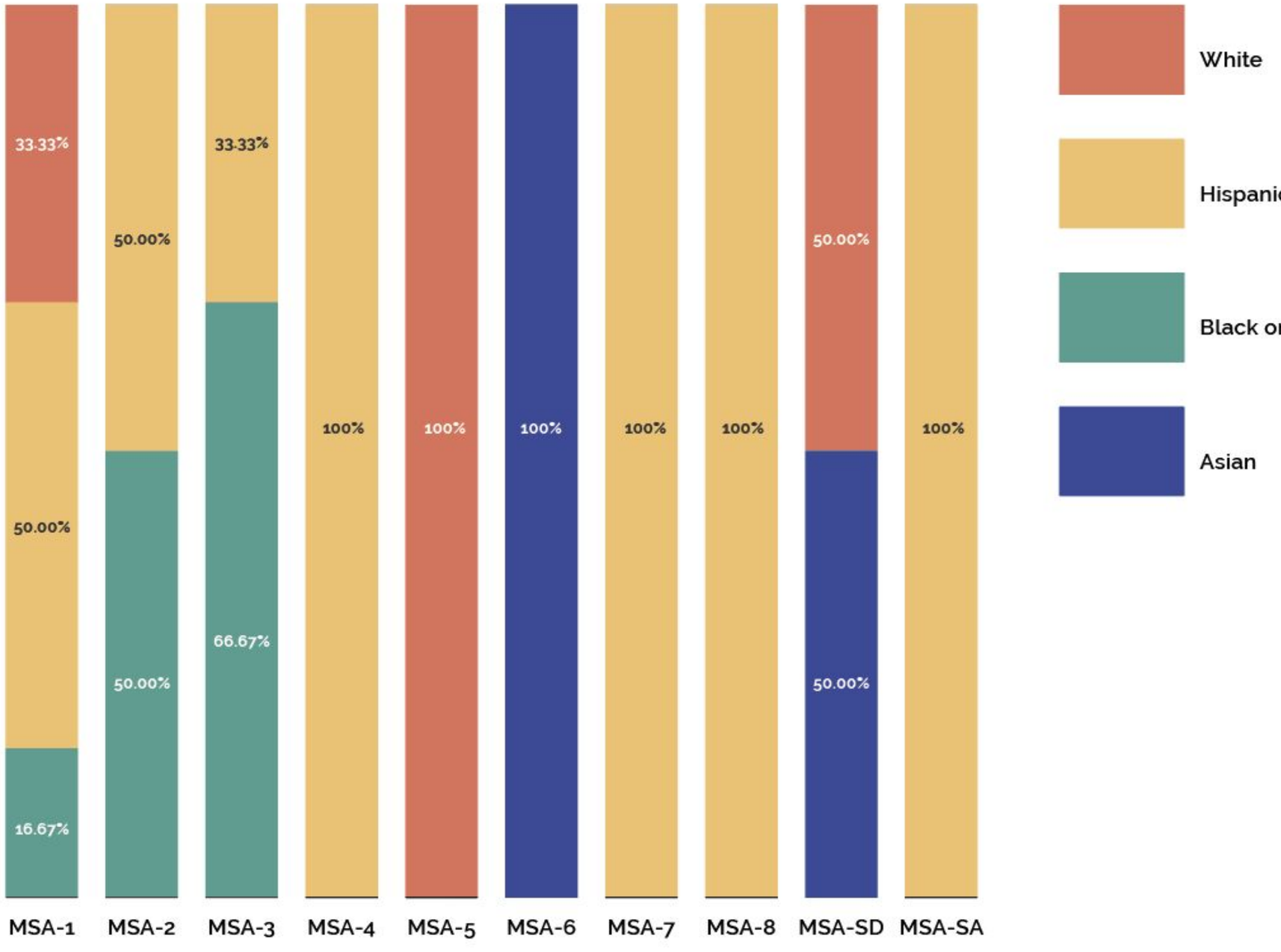
ETHNICITY • *Teachers Site Breakdown*



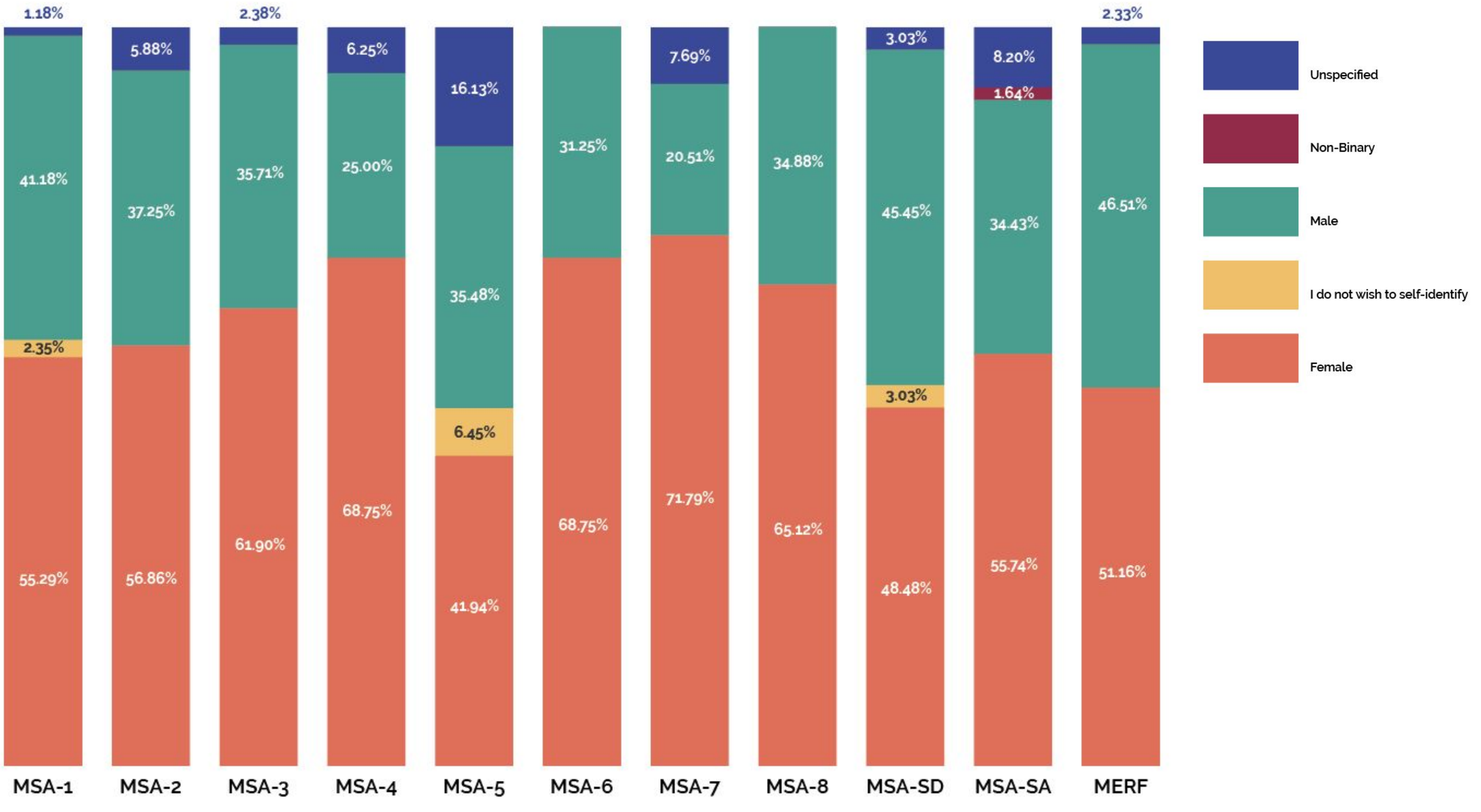
ETHNICITY • *Classified Staff Site Breakdown*



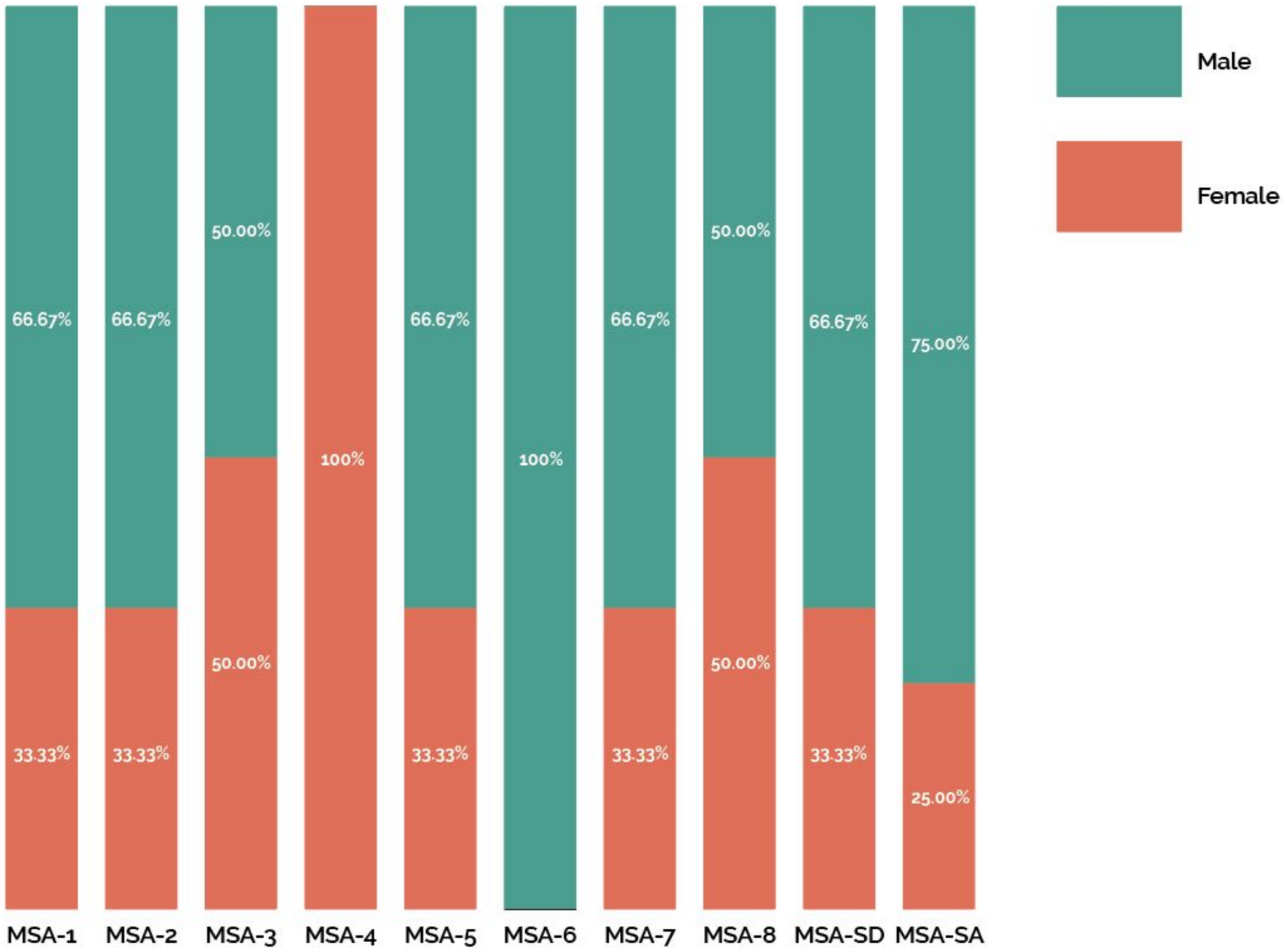
ETHNICITY • *Non-Classroom Based Staff Site Breakdown*



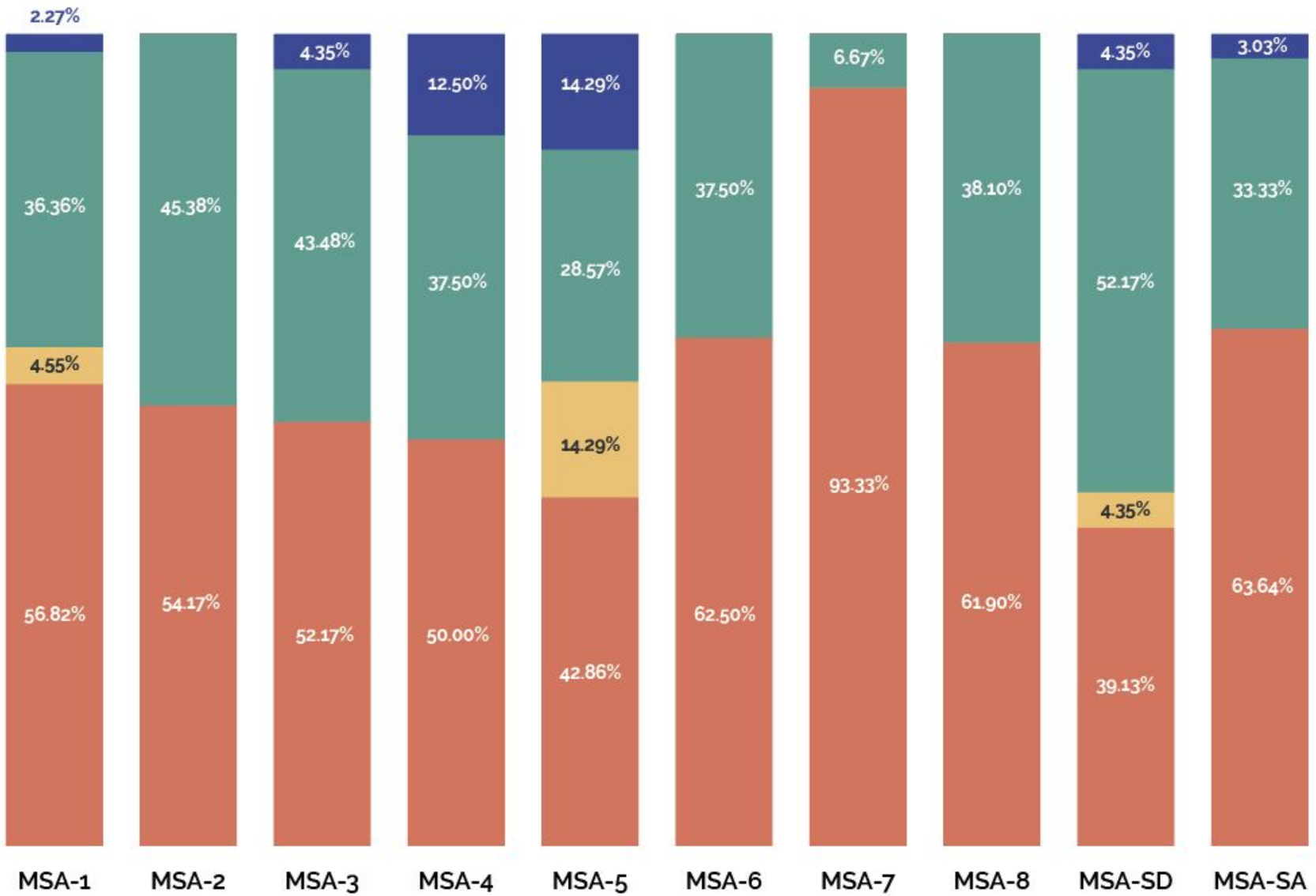
GENDER • *Staff*



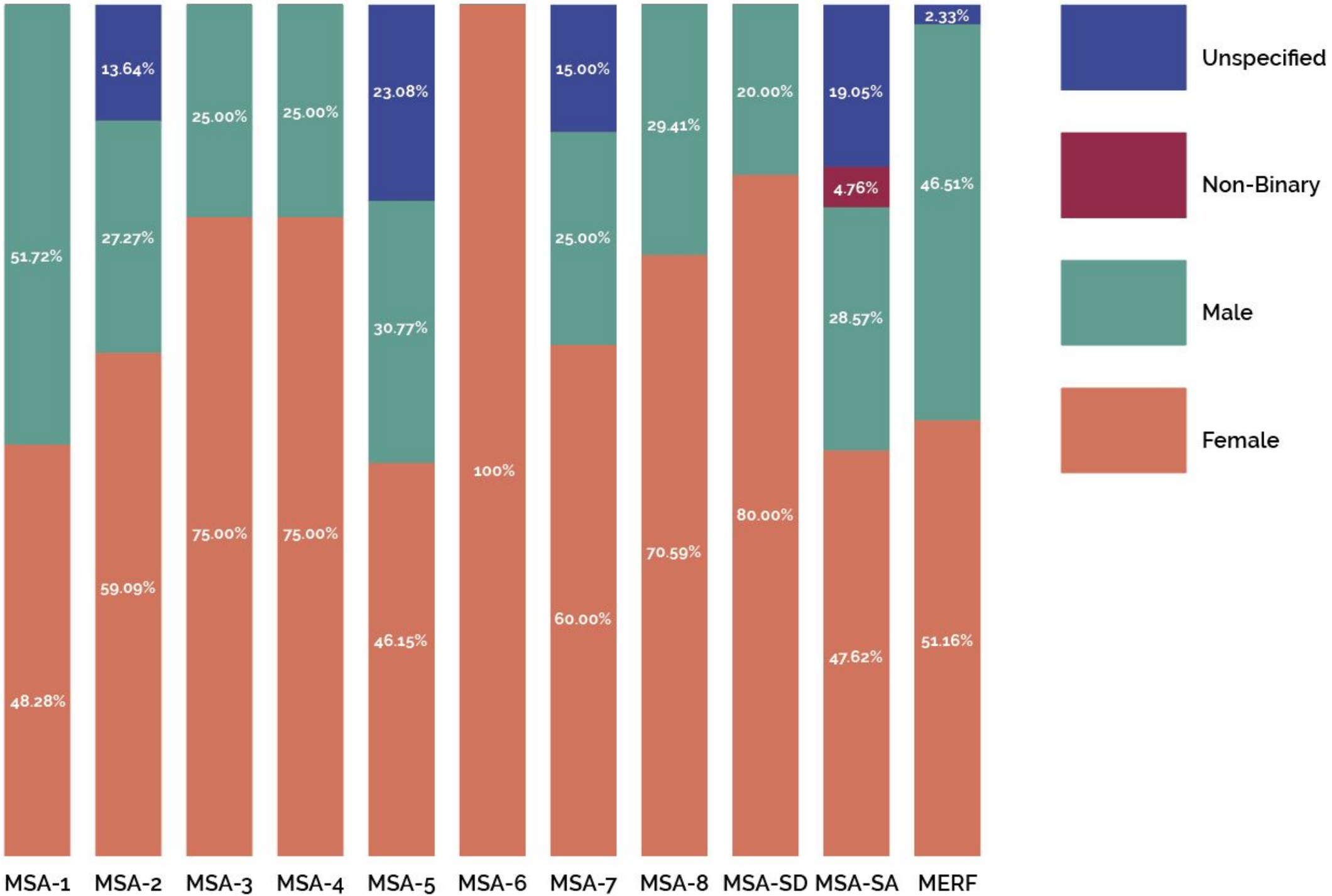
GENDER • *Admin Site Breakdown*



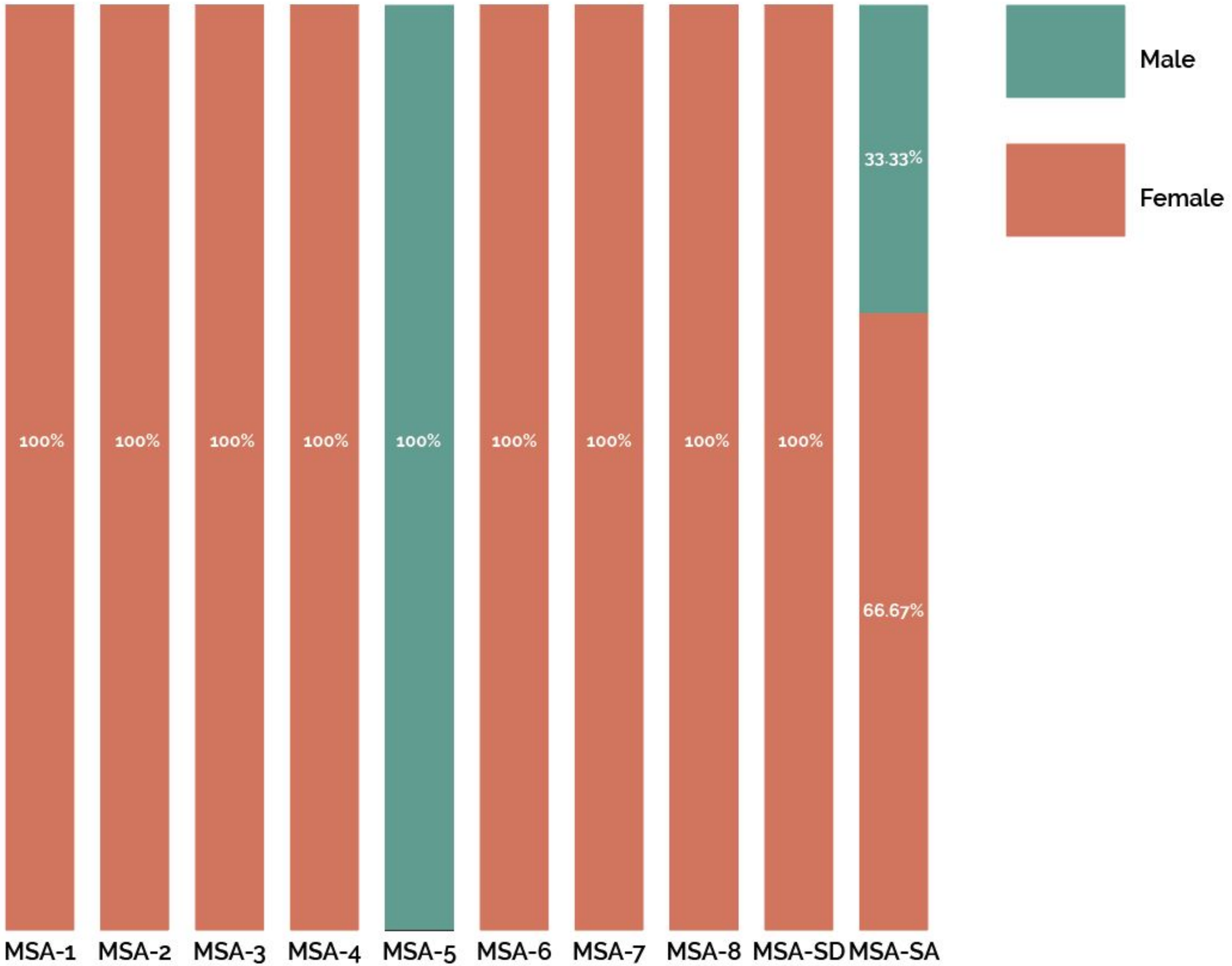
GENDER • *Teachers Site Breakdown*



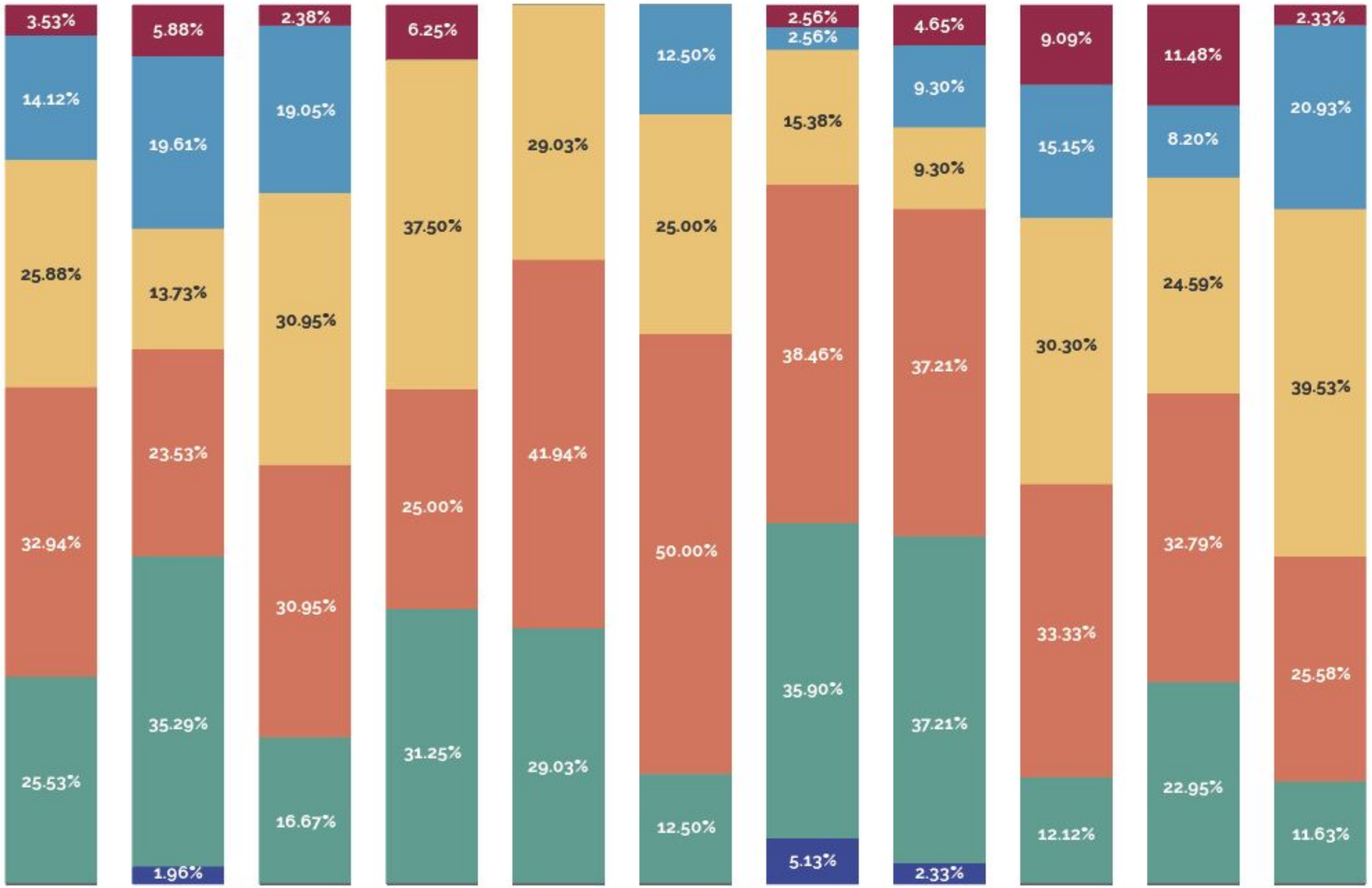
GENDER • *Classified*



GENDER • *Non-Classroom Staff Site Breakdown*



AGE • *Staff*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MSA-SA
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60 and Over
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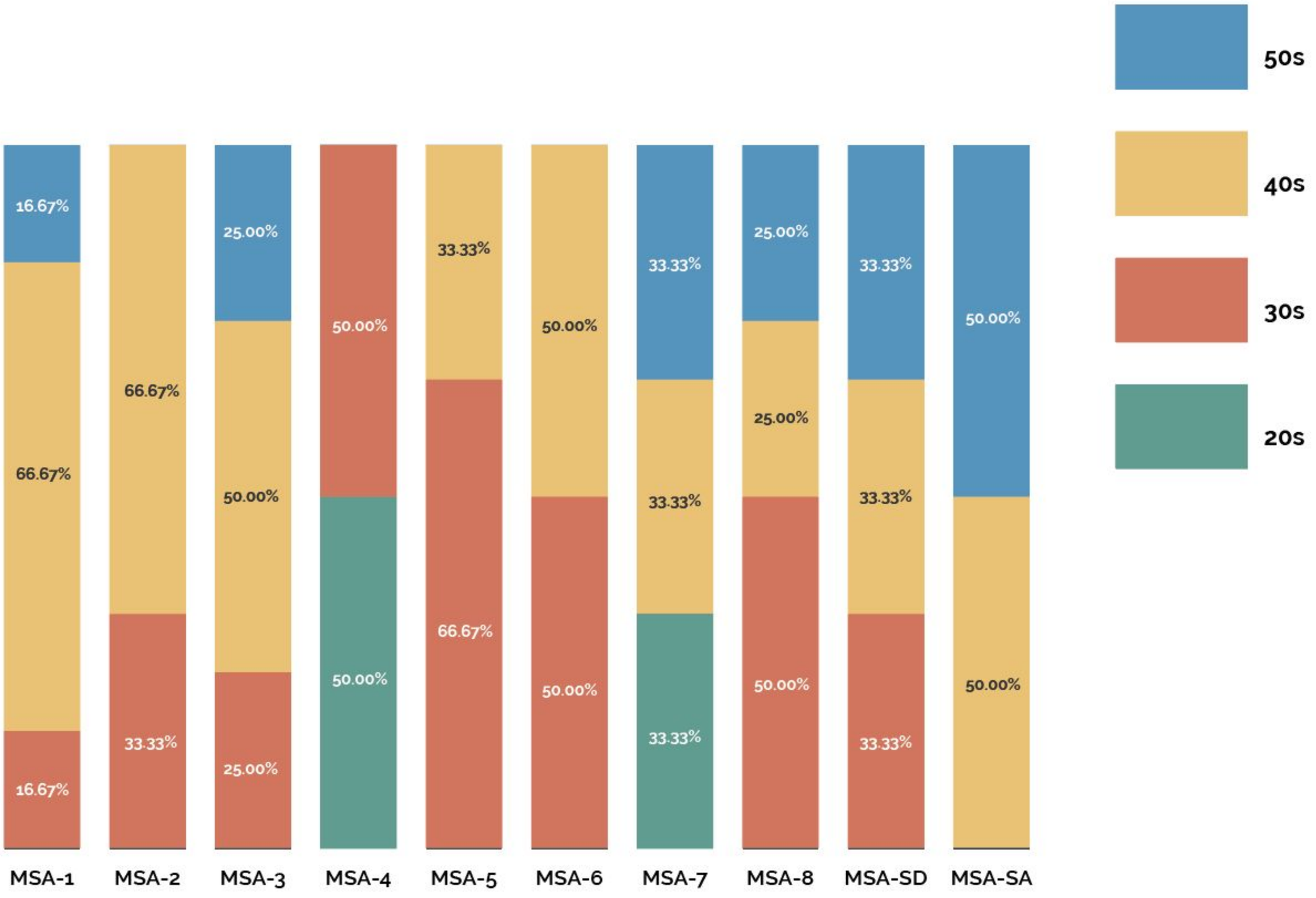
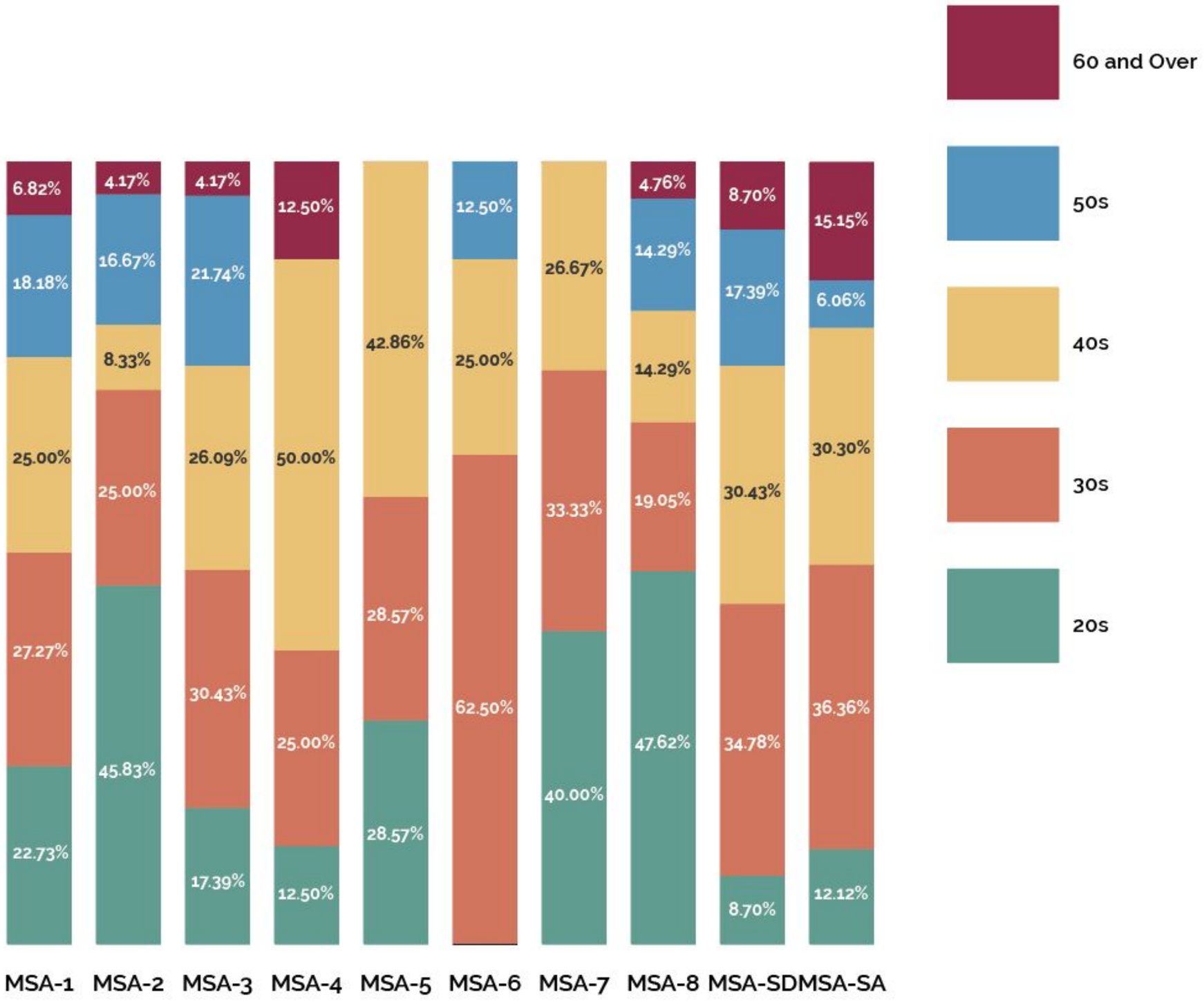
20 and Under

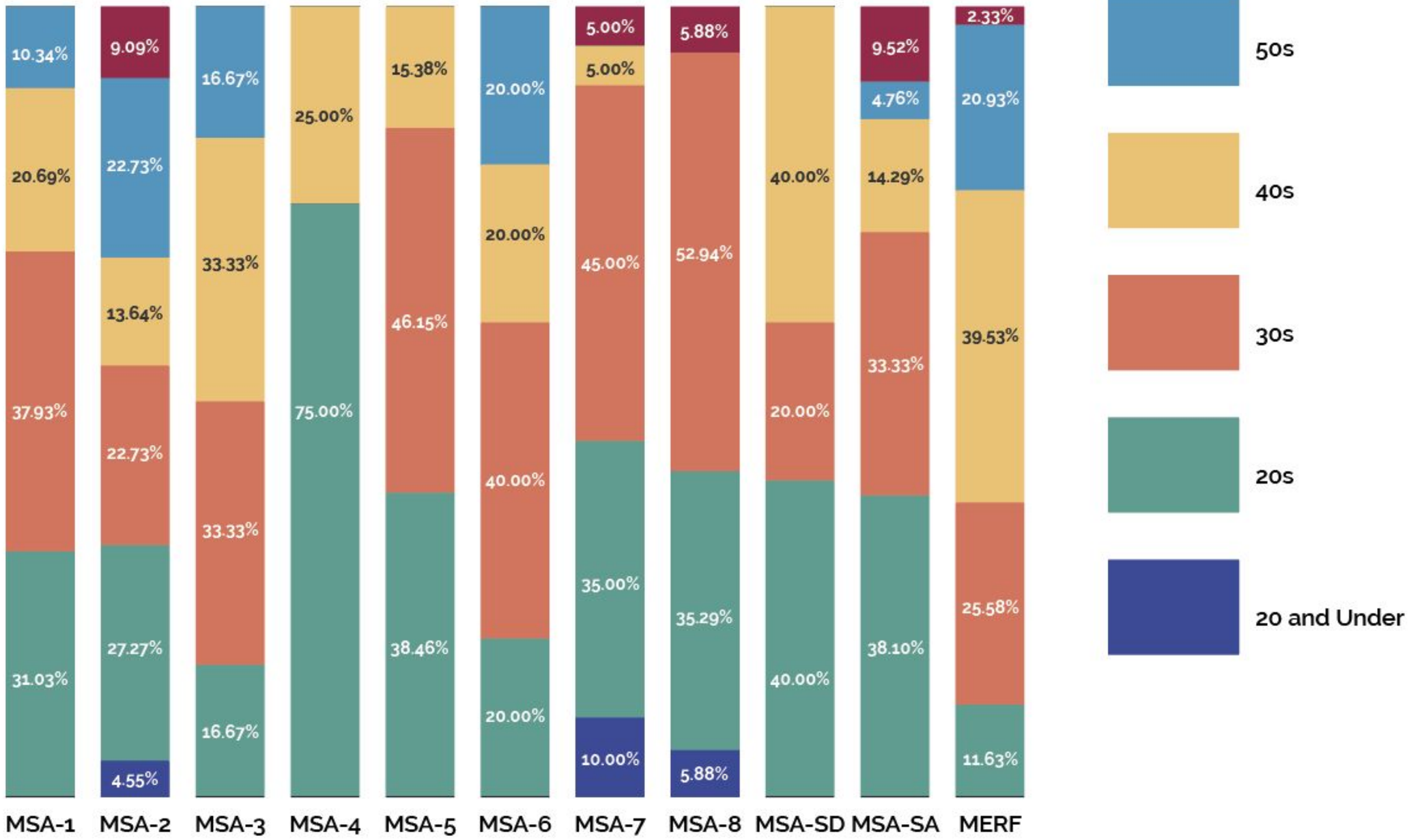
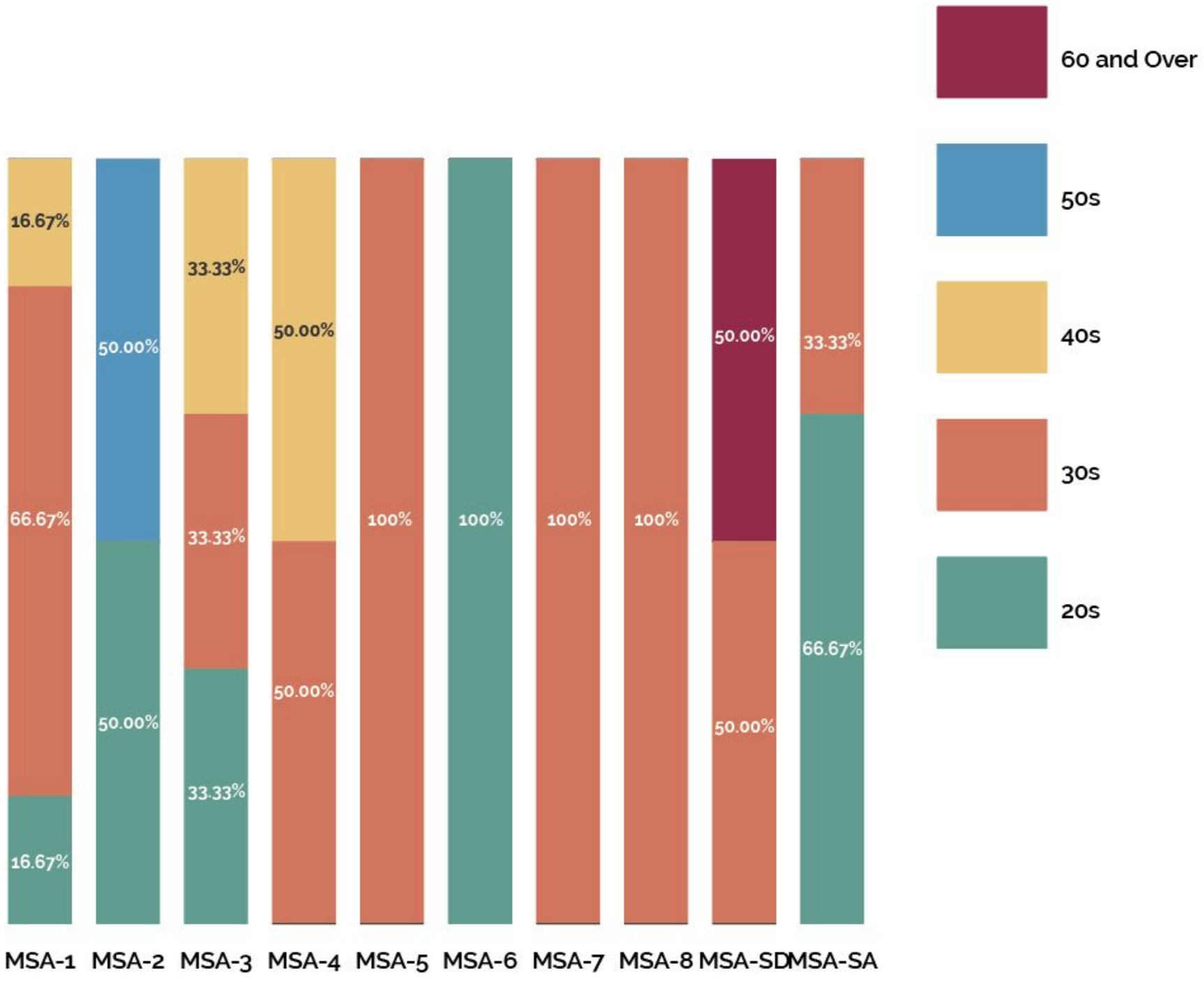
AGE • *Admin Site Breakdown*



AGE • *Teachers Site Breakdown*



AGE • *Classified Site Breakdown*



AGE • *Non-Classroom Based Site Breakdown*