



Lawrence Public Schools

Human Resources
SY 22-23



**LPS
CURRENT
STAFFING
OCTOBER
2022**

GROUPS	Sept 2022	Oct 2022
ADMININISTRATORS	66	69
BUILDING BASED SUBS	13	20
CAFETERIA WORKERS	64	68
CLERKS	68	69
CUSTODIANS	95	96
LONG TERM SUBSTITUTES	15	19
LPNS	17	17
NON-UNION	183	191
PARAPROFESSIONALS	368	409
PRINCIPALS	31	31
SAFETY OFFICERS	29	29
SEIU	21	21
TEACHERS	1,257	1,298
Grand Total	2,227	2,337

Current Classroom Vacancies 2022



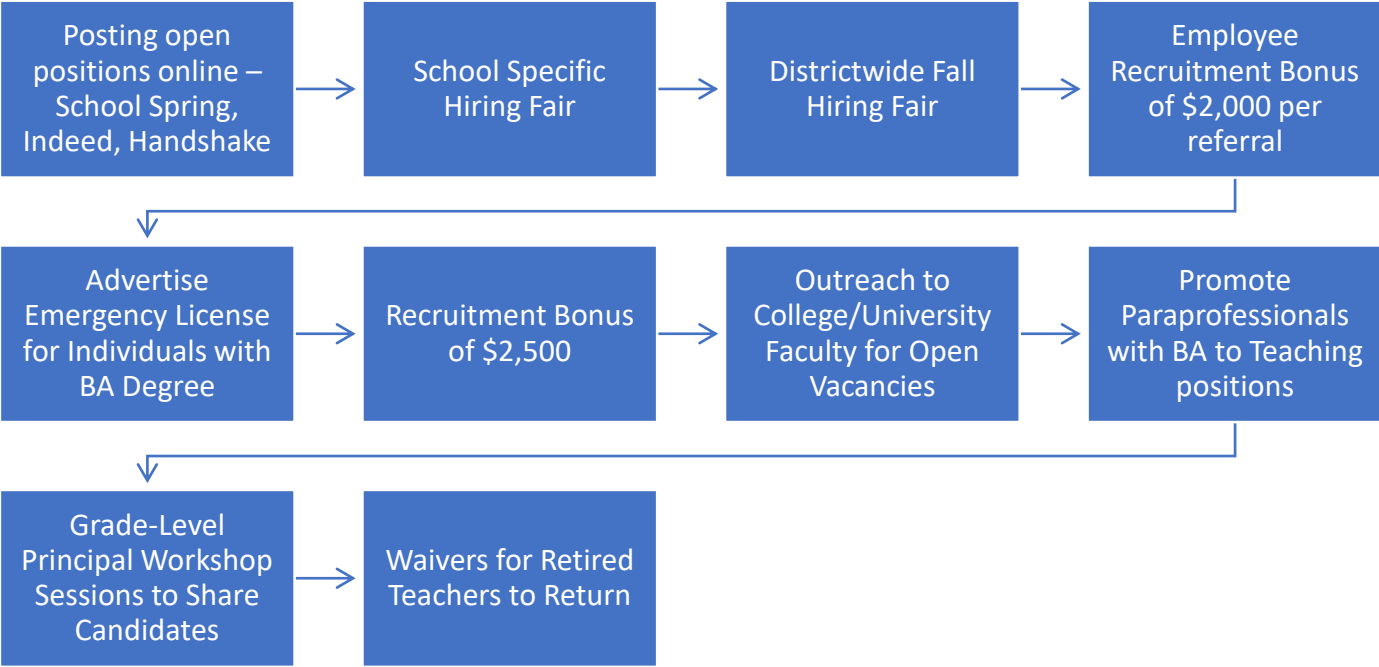
	SEPT 2022	OCT 2022
BUILDING BASED SUBSTITUTES	20	13
PARAPROFESSIONALS	41	25*
TEACHERS	73	32
LONG TERM SUBSTITUTES	9	4
Grand Total	143	49



Recruitment, Retention and Diversity



LPS Recruitment Strategies



LPS Fall Jobs Fair



**SCAN HERE
TO GET STARTED**

<https://qr.page/g/N9ekdvJVrZ>



WE'RE HIRING!

Building Based Educators

Long-term Substitutes

Classroom Teachers

Paraprofessionals

24

SEPTEMBER

SATURDAY

10 AM - 12 PM

Lawrence High School Campus
70-71 North Parish Road, Lawrence, Mass.

■ Pathway to teaching
license

■ Higher education
opportunities

■ Work with amazing
students and families

■ Signing bonuses for
some positions



Partnerships with Post- Secondary Institutions



Teacher Pipeline Development for
licensure and degree completion




Recruit Faculty from Area
Colleges/Universities to take Open
Teaching vacancies



DESE Teacher Diversification Grant




Host Hiring Fairs for December 2022
B.Ed. and M.Ed. graduates



Diversity in Hiring 2018 – 2022 % Latinx/Hispanic (self-identified)

	2018	2019	2020	2021	2022
Administrators	0%	0%	25%	13%	22%
Building Based Educators	14%	100%	0%	30%	67%
Long-Term Substitutes	20%	0%	0%	17%	31%
Paraprofessionals	44%	82%	64%	71%	84%
Principals	0%	50%	33%	75%	0%
Teachers	11%	16%	22%	23%	21%



Current Staff: Latinx/Hispanic, 943 or 40%

	Number	Percentage
Administrators	11	16%
Building Based Educators	12	67%
Long Term Substitutes	5	29%
Non-Union	120	63%
Paraprofessionals	324	79%
Principals	9	29%
Teachers	242	19%