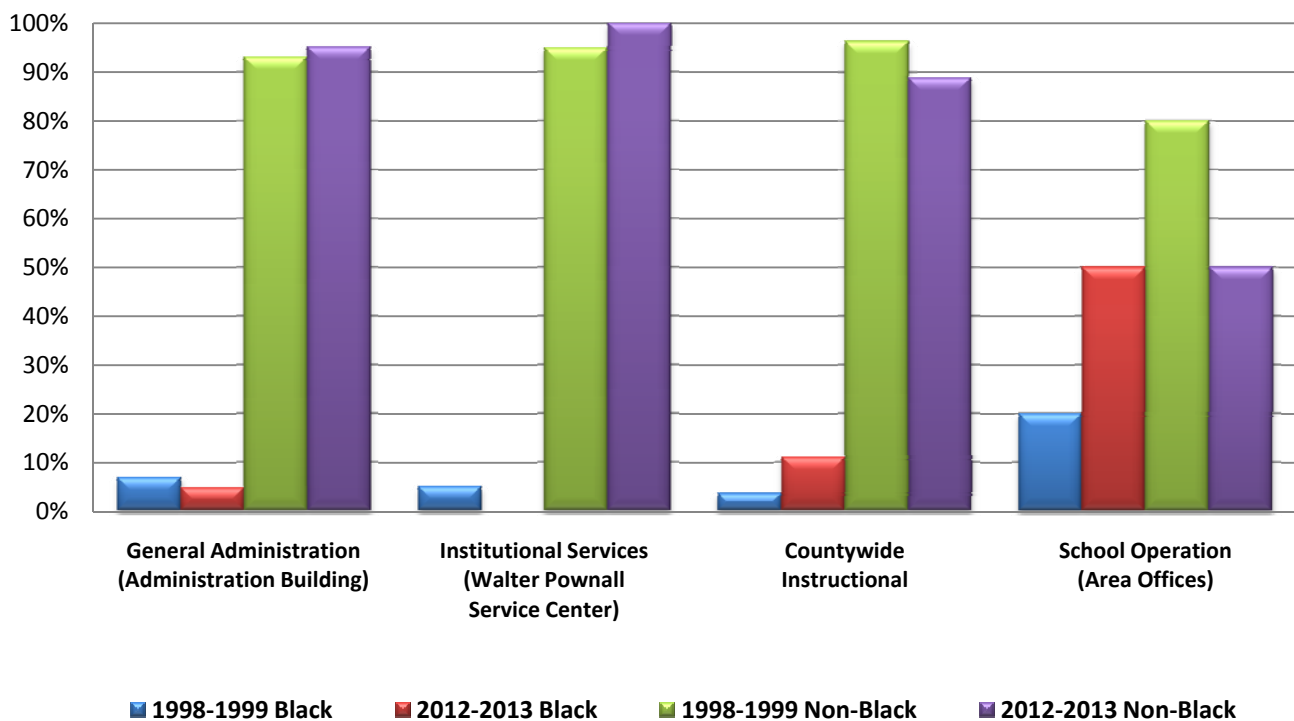


**Goal Statement:**

The district is committed to continued support of minority instructional and administrative staff assignment at all school levels, in central administration, and in the general geographic apportionment that is at least as equitable as levels that existed in the 1998-1999 school year.

**Racial Breakdown for Administrators by Site Type  
1998-1999 vs. 2012-2013 ~ Black / Non-Black**



*General Administration = Supervisors through Superintendent*  
*Institutional Services = Supervisors through Associate Superintendent*  
*Countywide Instructional = Supervisors through Associate Superintendent T&L*  
*School Operation = Area Superintendents*

**Action Steps:**

The district will continue recruiting outside the district for critical-need candidates, including minorities. We will go to those states that have produced most recruits for us and will also continue to go to our historically black colleges and universities. The district will offer advance contracts pending the verification of credentials and references to these highly-qualified candidates.



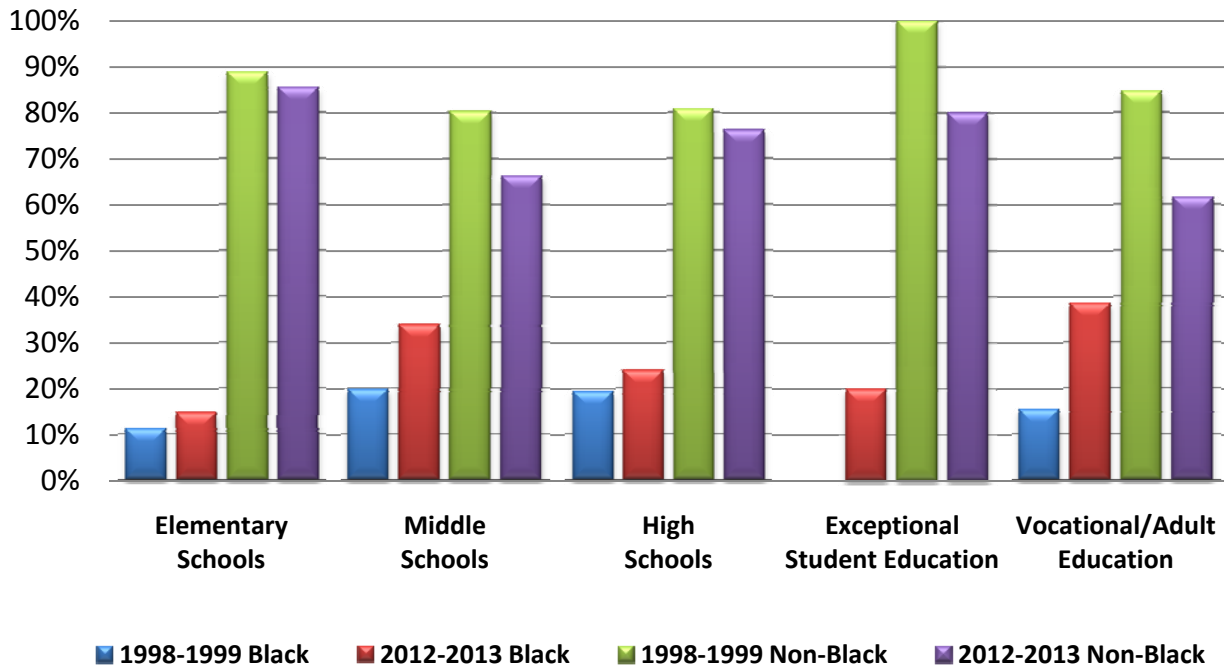
## HUMAN RESOURCES SERVICES

We will continue to build relationships with colleges and universities in order to have preference in recruiting such graduates in the future.

### Goal Statement:

The district is committed to continued support of minority instructional and administrative staff assignment at all school levels, in central administration, and in the general geographic apportionment that is at least as equitable as levels that existed in the 1998-1999 school year.

### Racial Breakdown for Administrators By School Type 1998-1999 vs. 2012-2013 ~ Black / Non-Black



### Action Steps:

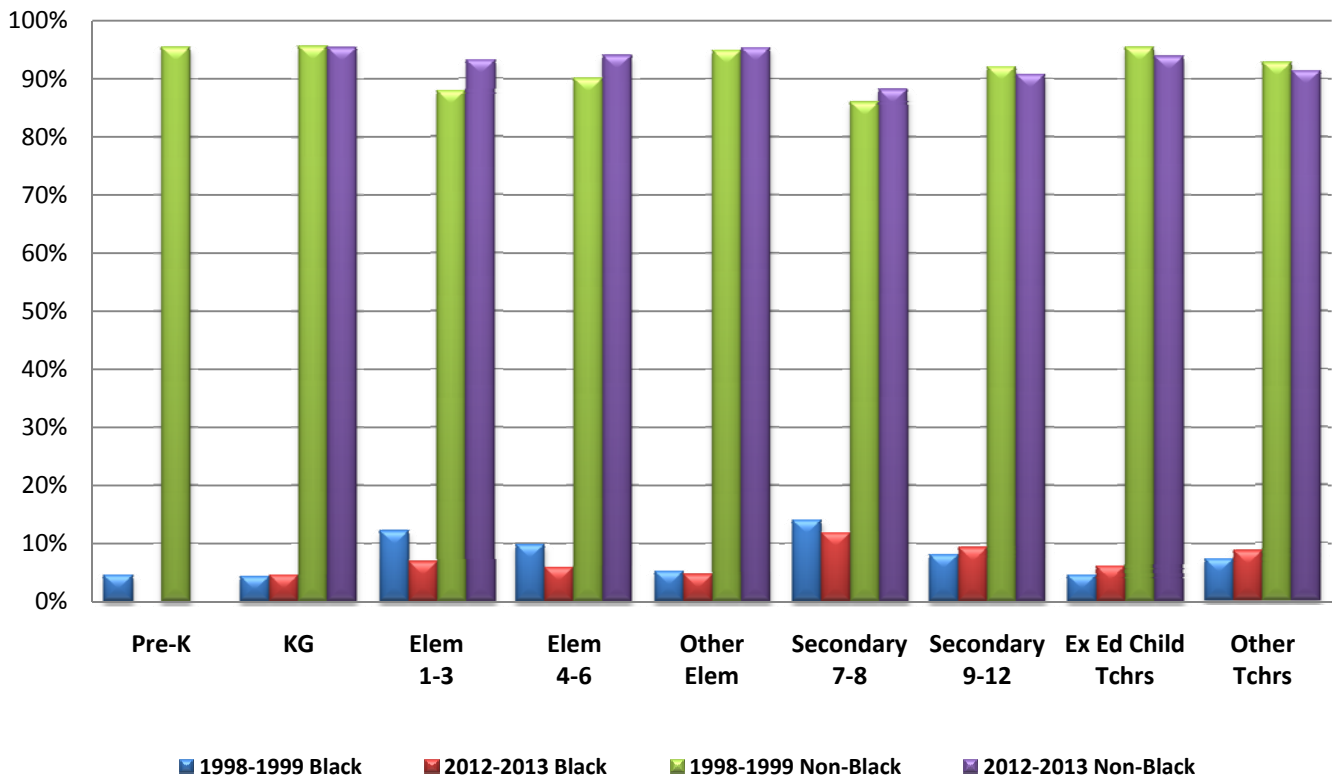
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**Goal Statement:**

The district is committed to continued support of minority instructional and administrative staff assignment at all school levels, in central administration, and in the general geographic apportionment that is at least as equitable as levels that existed in the 1998-1999 school year.

**Racial Breakdown for Instructors (Classroom) By Job Type  
1998-1999 vs. 2012-2013 ~ Black / Non-Black**



**Action Steps:**

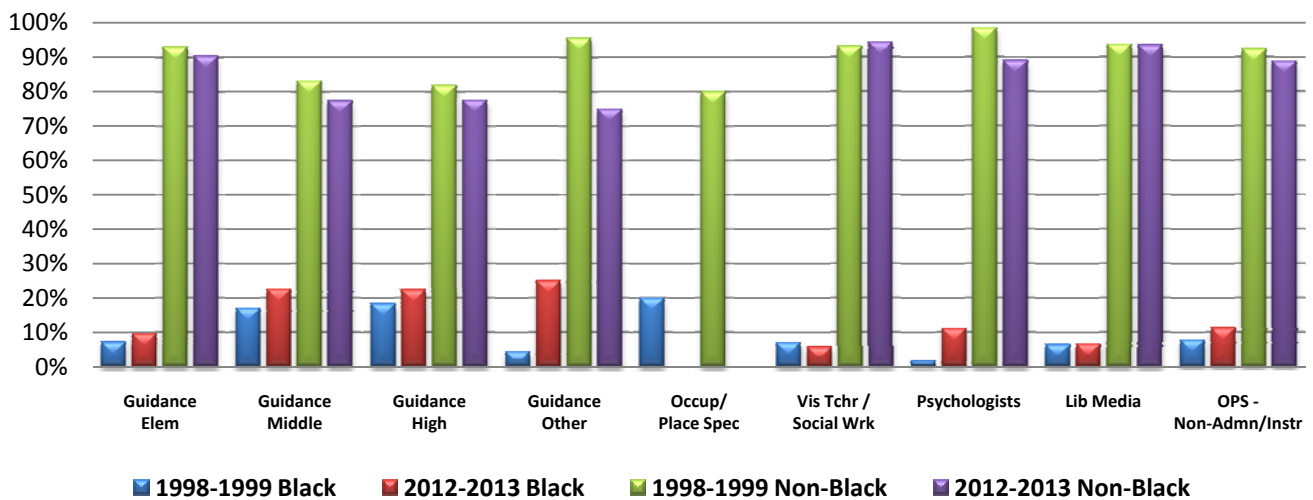
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**Goal Statement:**

The district is committed to continued support of minority instructional and administrative staff assignment at all school levels, in central administration, and in the general geographic apportionment that is at least as equitable as levels that existed in the 1998-1999 school year.

**Racial Breakdown for Instructors (Non-Classroom) By Job Type  
1998-1999 vs. 2012-2013 ~ Black / Non-Black**



**Action Steps:**

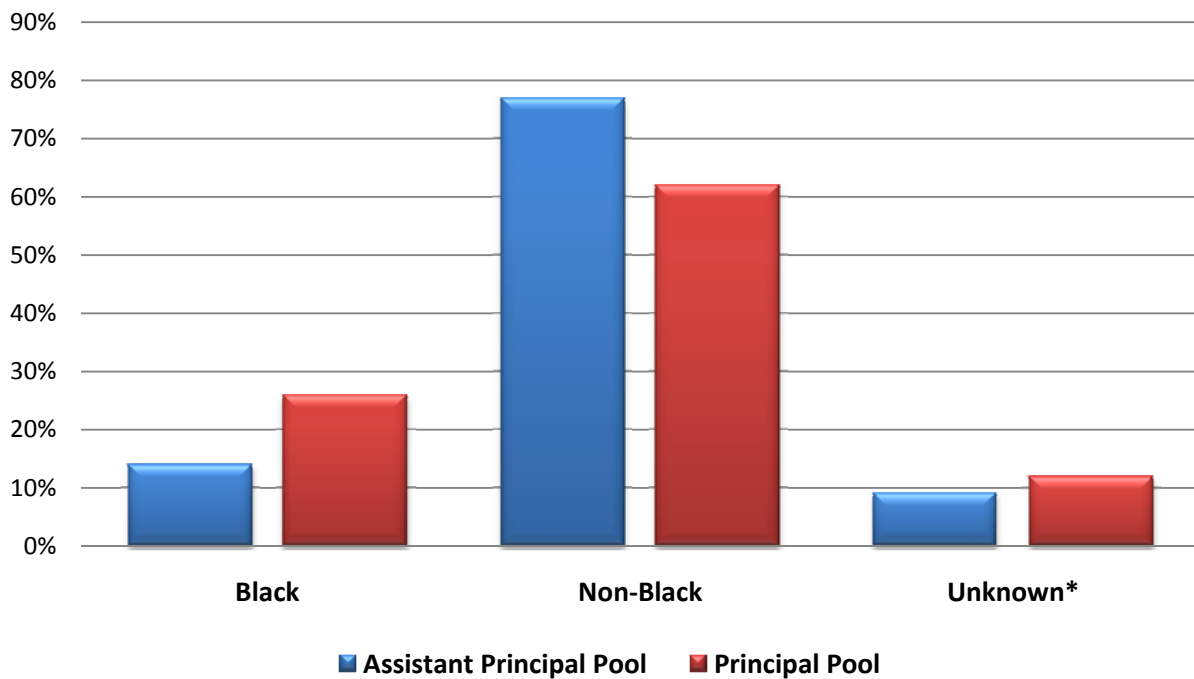
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**Goal Statement:**

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**Administrator Pools**



\*out-of-district applicants

**Action Steps:**

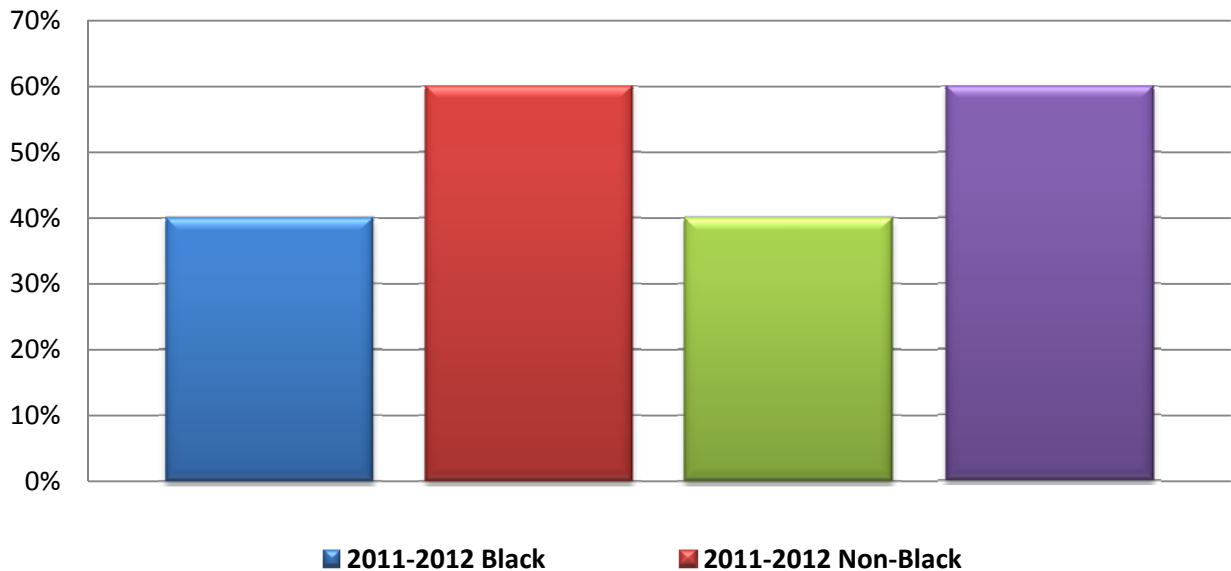
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**Goal Statement:**

The district is committed to continued support of minority instructional and administrative staff assignment at all school levels, in central administration, and in the general geographic apportionment that is at least as equitable as levels that existed in the 1998-1999 school year.

**New Principals  
2011-2012 vs. 2012-2013**



**Action Steps:**

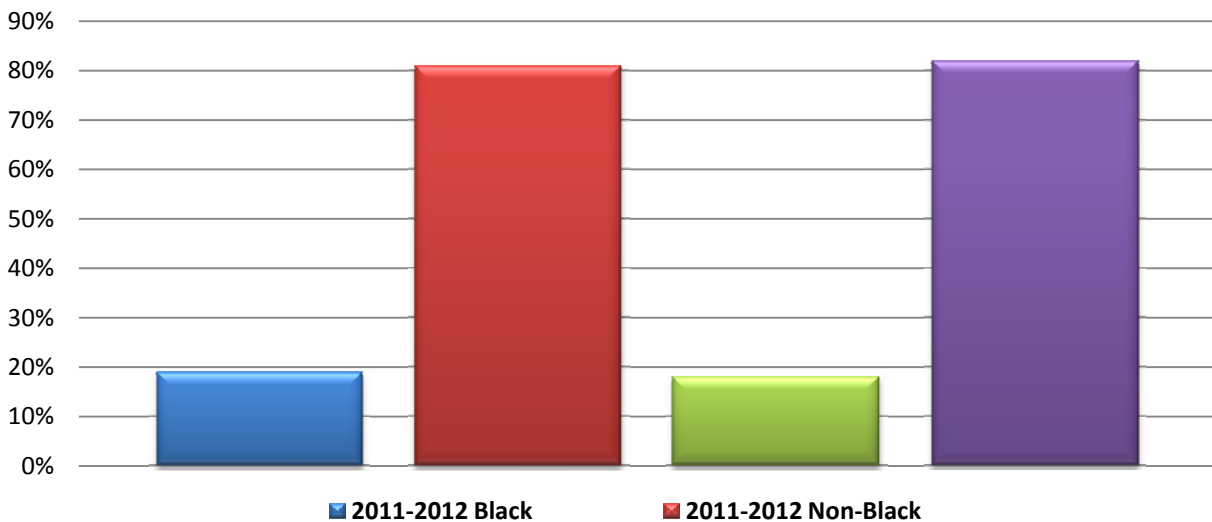
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**Goal Statement:**

The district is committed to continued support of minority instructional and administrative staff assignment at all school levels, in central administration, and in the general geographic apportionment that is at least as equitable as levels that existed in the 1998-1999 school year.

**New Assistant Principals  
2011-2012 vs. 2012-2013**



**Action Steps:**

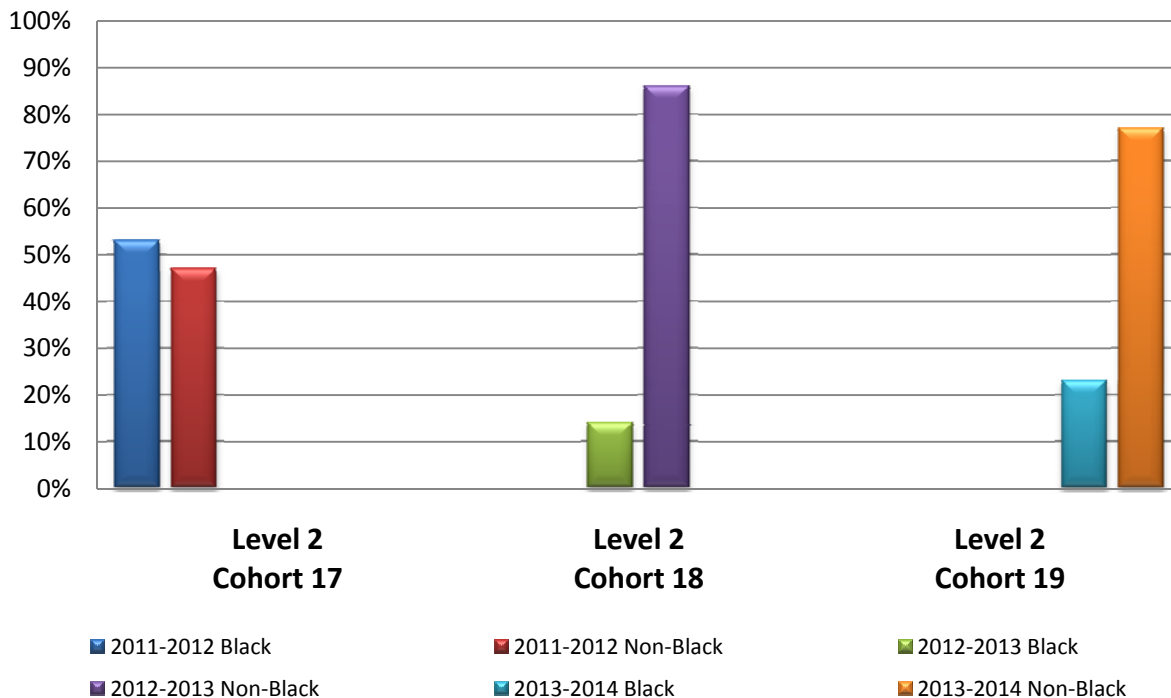
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**Goal Statement:**

The district is committed to continued support of minority instructional and administrative staff assignment at all school levels, in central administration, and in the general geographic apportionment that is at least as equitable as levels that existed in the 1998-1999 school year.

**Aspiring Administrators**



**Action Steps:**

The district will continue recruiting outside the district for critical-need candidates, including minorities. We will go to those states that have produced most recruits for us and will also continue to go to our historically black colleges and universities. The district will offer advance contracts pending the verification of credentials and references to these highly-qualified candidates.

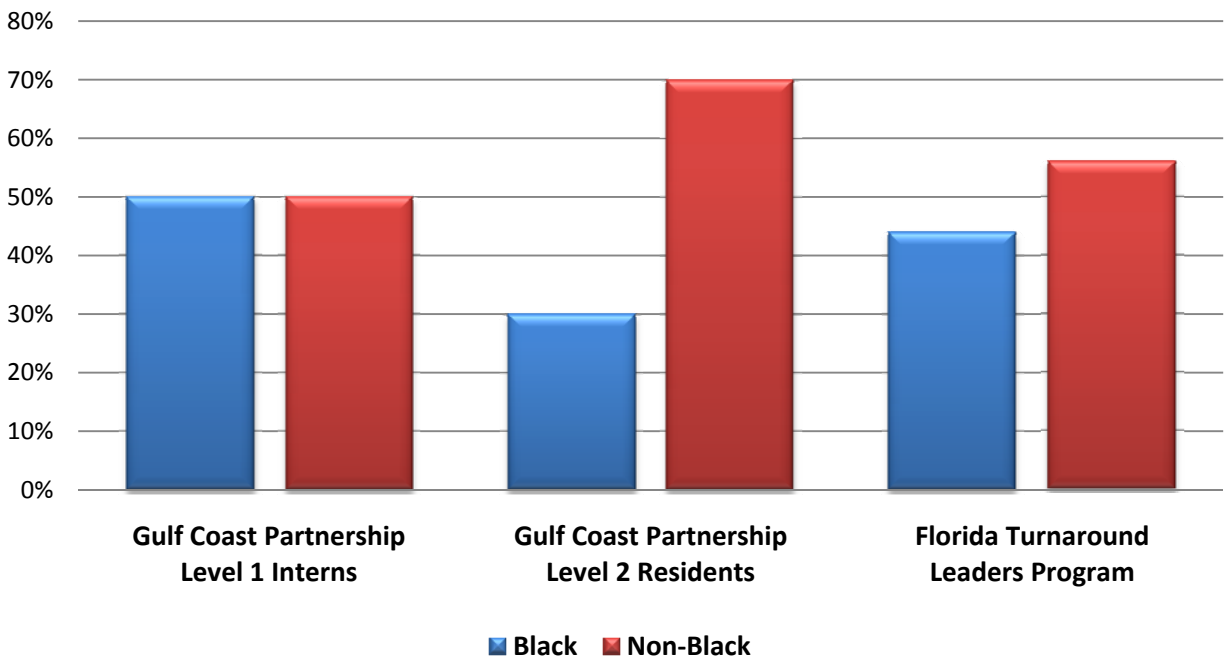
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**Goal Statement:**

The district is committed to continued support of minority instructional and administrative staff assignment at all school levels, in central administration, and in the general geographic apportionment that is at least as equitable as levels that existed in the 1998-1999 school year.

**Aspiring Administrators**



**Action Steps:**

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