

**New
Employee
Snapshot
2021-2022**

BREWSTER CENTRAL SCHOOL DISTRICT

OCTOBER 19, 2021

**Department of Human Resources
Brent B. Harrington, Ed.D.**



Brewster Instructional Hires

2021-2022

A core tenet of the Human Resources Department is its focus on the recruitment, development and retention of highly qualified staff. As such, the department has worked in concert with its leadership team to develop organizational procedures that reflect a systemic commitment to best practices of hiring through its recruitment of highly qualified staff.

Sound pedagogy and content expertise are essential attributes for a highly qualified candidate. The District is also mindful of the ethnic and racial diversity of our student demographic and recognizes that all candidates, irrespective of race, ethnicity or religion, must possess the cultural competency necessary to work with a diverse community of students.

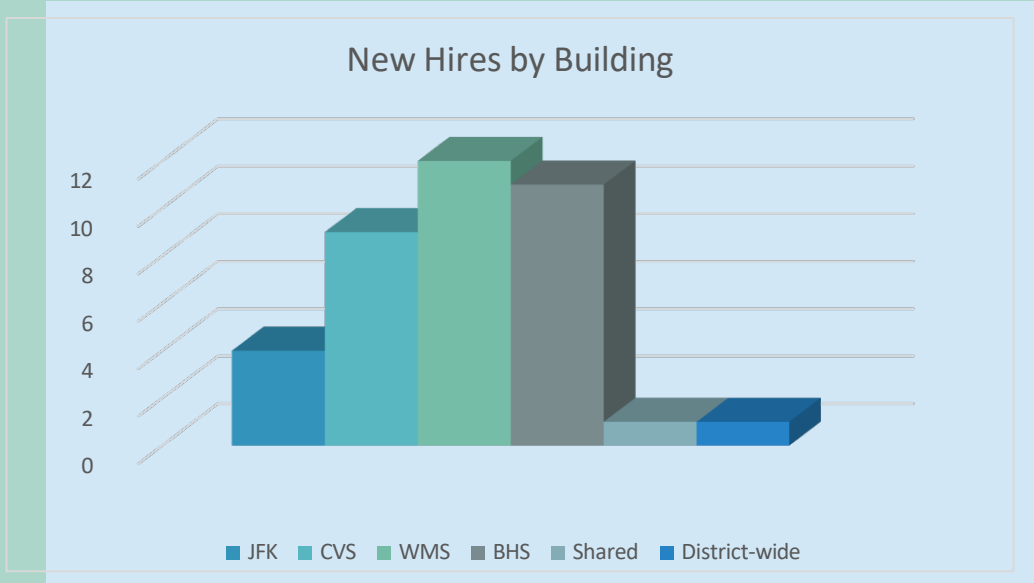
Policy 6175 Personnel Recruiting and Hiring

To this end, the hiring class of 2021-2022 reflects the following values adopted in our *Profile of a Brewster Instructional Candidate*.

- The ideal candidate must demonstrate sound pedagogy that illuminates student-centered instructional practices.
- The ideal candidate must demonstrate a commitment to culturally responsive education whereby structural practices that promote inclusion and equity are clearly communicated.
- The ideal candidate must demonstrate a commitment to social-emotional learning whereby structural practices that illuminate emotional intelligence, emotional regulation and mental health are communicated.
- The ideal candidate must demonstrate content expertise whereby a genuine passion and scholarship for the candidate's content area is revealed.

This *New Hire Snapshot* is intended to provide a summary of the culmination of our hiring efforts that began in the spring of 2021 and reflects the many hours spent in the process securing candidates that reflect the values noted in our profile. Moreover, this summary provides an overview of important data markers that illustrate the District's recognition of securing candidates that reflect the diversity of the Brewster community.

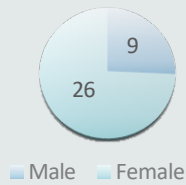
New Hires at a Glance	
21	Positions filled due to retirements
4	Positions filled due to resignations
2	Positions filled by existing staff transfers
9	New positions filled
36	New instructional staff



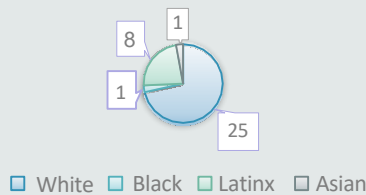
The recruitment of staff that reflect the rich diversity of our student population remains a critical goal of Human Resources and our leadership team. This year’s hiring class represent greater diversity than in year’s past.

The ideal candidate must demonstrate a commitment to culturally responsive education whereby structural practices that promote inclusion and equity are clearly communicated.

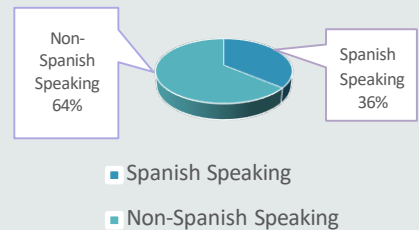
New Hires by Gender



New Hires by Ethnicity



Bilingual Staff



The ability to attract candidates with prior experience and multiple degrees or certifications was evident with this year's recruitment class. Those candidates appointed above step one represents new hires with prior teaching experience in public school while those hired with credits above their master's degree depict those with an additional degree or certification. It is important to note that only credits represented by an additional degree or certification are honored when presenting a salary offer to a recommended candidate for appointment. Additionally, years in traditional public school are honored when considering a candidate's salary step.

The ideal candidate must demonstrate content expertise whereby a genuine passion and scholarship for the candidate's content area is revealed.

The ideal candidate must demonstrate sound pedagogy that illuminates student-centered instructional practices.

