

STAFF/STUDENT COMPARISONS By Ethnicity

DISTRICT TARGET:

- By 2008, the difference between student ethnicity and certificated staff ethnicity will be reduced by 50%.

The district is committed to employing a staff that closely represents the make-up of our community. Teachers can be powerful role models.

WHAT IS BEING MEASURED:

These tables compare the racial/ethnic distribution of students from 2003 to 2005 in the top table and the racial/ethnic distribution of Poway Unified School District teachers on the bottom table.

WHAT THE RESULTS SHOW:

The percentage of white students in the Poway Unified School District continues to decline as the percentage of Asians increase. The bottom chart indicates that the percentage of white teachers is declining, but at a significantly slower rate. The percentage of Asian teachers increased in 2005.

NEXT STEPS:

Monitor and address the need for a more diverse teaching staff through targeted recruitment, selection, support, and retention. Management training includes addressing issues of diversity.

Students By Ethnicity

Ethnicity	# PUSD Students 2005	% PUSD Students 2005	% PUSD Students 2004	% PUSD Students 2003
African American	1,006	3.2%	3.3%	3.3%
American Indian/Native American	155	0.5%	0.5%	0.5%
Asian	4,797	13.8%	12.9%	11.9%
Filipino	2,194	6.8%	6.7%	6.6%
Hispanic	3,264	9.6%	9.5%	9.4%
Pacific Islander	212	0.6%	0.6%	0.5%
White	19,567	61.7%	63.6%	65.3%
Multiple/No Response	1,450	3.8%	3.0%	2.5%

PUSD Teachers By Ethnicity

Ethnicity	# PUSD Teachers 2005	% PUSD Teachers 2005	% PUSD Teachers 2004	% PUSD Teachers 2003
African American	12	0.8%	0.9%	0.9%
American Indian/Native American	6	0.4%	0.6%	0.4%
Asian	72	4.9%	3.1%	3.3%
Filipino	7	0.5%	2.3%	1.6%
Hispanic	52	3.5%	4.5%	4.3%
Pacific Islander	0	0.0%	0.1%	0.1%
White	1,325	89.8%	87.6%	89.3%

Source: Data Quest 2005

STAFF/STUDENT COMPARISONS By Ethnicity

DISTRICT TARGET:

- By 2008, the difference between student ethnicity and certificated staff ethnicity will be reduced by 50%.

WHAT IS BEING MEASURED:

The table compares the ethnic distribution of Poway Unified School District support staff for three years. These figures can be compared to the distribution of student enrollment on pages 5 and 6.

Classified Staff By Ethnicity

Ethnicity	# PUSD Support Staff 2005	% PUSD Support Staff 2005	% PUSD Support Staff 2004	% PUSD Support Staff 2003
African American	23	1.4%	1.3%	1.4%
American Indian/Native American	5	0.3%	0.4%	.02%
Asian	122	7.6%	7.7%	3.3%
Filipino	50	3.1%	1.9%	1.8%
Hispanic	109	6.8%	7.3%	6.2%
Pacific Islander	1	.06%	0.0%	.01%
White	1,300	80.7%	81.4%	84.0%

Source Data Quest 2005

WHAT THE CHARTS SHOW:

Compared to the population of teachers, the classified staff more closely reflects the ethnic distribution of the students they serve. The percentage of white staff is disproportionately large compared to the community.

NEXT STEPS:

Provide a more diverse staff for our students through increased outreach and recruitment, as much as possible given the state budget crisis in our schools. Closing the gap is a priority. Management training includes addressing issues of diversity.