



Business Management Services
Michael Herbstman
Chief Financial Officer

*Lisa Howell, Director
Budget & Management Services*

FY 2024 Chief Executive Officer's PROPOSED Budget Q & A

Questions from the Board of Education

*Budget Work Session – February 13, 2023
Additional Questions*

Prince George's County Public Schools
Business Management Services
FY 2024 Proposed Operating Budget

Questions from Board of Education Budget Work Session – February 13, 2023		
Human Resources		
Frazier	1.	What strategies or interventions are being implemented to accentuate/highlight PGCPs as a go to destination for Latin X talent?
Frazier	2.	What have been some concrete gains from these partnerships?
Frazier	3.	How many Latin X teachers have we hired and retained using the Bridge Program?
Frazier	4.	Please share how often is the Aspiring leaders Program currently meeting? How many Latin X affinity groups exist? How often do they meet? How exactly are you using Latin X employees as Brand Ambassadors? How often do they meet to strategize?
Frazier	5.	How many Latin X high school students are currently enrolled in the teacher preparation Programs?
Frazier	6.	How many Latin x high school students are currently enrolled in the Teacher Academy Program?
Frazier	7.	Please share the current numbers of: PGCPs Latin X Paraprofessionals, PGCPs Latin X Itinerant Special Education Assistants (ISEAs), PGCPs Latin X Dedicated Assistants (DAs), and PGCPs Latin X Substitutes who hold conferred degrees.
Frazier	8.	How many Teachers are currently in our district from Spain? How many have remained for at least three years?
Frazier	9.	How often are these events done and can you explain the nature of these events?

Human Resources

1. What strategies or interventions are being implemented to accentuate/highlight PGCPs as a go to destination for Latin X talent?

The Hispanic Serving Institution (HSI) Virtual Career Expo will allow our Hispanic Brand Ambassadors an opportunity to send targeted messages to each student at each university. The message will personally invite students to join us during our group 'Meet and Greet' information session and to sign up for a 1-on-1 interview. During the event our Hispanic Brand Ambassadors will share reasons to join, which include: ability to work with a diverse student population and growing number of Hispanic students and families, professional development opportunities, mentor teacher support, ideal location, competitive compensation package, tuition reimbursement and relocation assistance program.

2. What have been some concrete gains from these partnerships?

Concrete gains from our partnerships and overall efforts to hire more Hispanic teachers have yielded an increase in our Hispanic teachers over the last three years from 4.6% to 5.1%.

3. How many Latin X teachers have we hired and retained using the Bridge Program?

The BridgeUSA program, formally known as the Exchange Visitor Program (EVP), is managed by the U.S. Department of State's Bureau of Educational and Cultural Affairs (ECA) and is designed to create cultural experiences between Americans and people of other countries. Through existing Memorandums of Understandings (MOUs) between MSDE and USDEA, PGCPs has been privileged to participate in the BridgeUSA program and to host visiting teachers from Spain over the last ten (10) years. Because the intent is to create these cultural exchange experiences, the visiting teachers are only approved to stay with the host school district for up to a period of three (3) years, depending on the terms of the MOU with the country's ministry of education. In some instances, the Department of State may allow teachers and host school districts to request a two-year extension. It is really important to stress that this is not a retention initiative or program; according to the terms of the program, the teacher should return to their home country at the end of the agreed upon period. PGCPs has hired 19 Hispanic teachers from Spain since SY20, of which 10 (approximately 53%) have been retained for the three-year contract period.

4. Please share how often is the Aspiring leaders Program currently meeting? How many Latin x affinity groups exist? How often do they meet? How exactly are you using Latin X employees as Brand Ambassadors? How often do they meet to strategize?

The Aspiring Leaders Program meets monthly from October to May. Prior to the pandemic the PGCPs Hispanic affinity groups were held multiple times over the years. However, after the pandemic, we transitioned to holding diversity series to engage our stakeholders in a different format in an effort to re-engage our diverse staff, including our Hispanic staff. We use our Hispanic Brand Ambassadors to assist with recruitment events to include screening and recommending for hiring: Classroom teachers, Substitute Teachers, Paraprofessionals, Itinerant Special Education Assistants (ISEAs), Dedicated Assistants (DAs), Bus Drivers, Nurses, Food Services Personnel, and Custodians. They also play a key role in spreading the word on reasons to join through their social media platforms. These Ambassadors also share ideas and feedback on ways to expand our outreach and support our employees. The meetings for PGCPs Hispanic Brand Ambassadors are typically scheduled around the time frame leading up to recruitment events. Depending on the event time, the strategy meetings can range from two to three times a year.

5. How many Latin x high school students are currently enrolled in the teacher preparation Programs?

There are 78 Hispanic students in our Early Childhood Education program, which is a pathway for our teacher preparation program.

6. How many Latin x high school students are currently enrolled in the Teacher Academy Program?

There are 25 Hispanic students in the Teacher Academy of Maryland Program.

7. Please share the current numbers of: PGCPs Latinx Paraprofessionals, PGCPs Latin X Itinerant Special Education Assistants (ISEAs), PGCPs Latin X Dedicated Assistants (DAs), and PGCPs Latinx Substitutes who hold conferred degrees.

There are 111 Paraprofessionals, 17 Itinerant Special Education Assistants, 29 Dedicated Aides and 30 Substitutes.

8. How many Teachers are currently in our district from Spain? How many have remained for at least three years?

There are nine (9) teachers in our district from Spain -- eight (8) of which are part of the 2021-2022 cohort and will complete the three-year program at the end of the 2023-2024 school year; and one (1) joined PGCPSS this year and will complete the three-year program at the end of the 2024-2025 school year.

9. How often are these events done and can you explain the nature of these events?

The Internationally Trained Teacher Support Network (ITTSN) Program was designed to: establish a network of PGCPSS Internationally Trained Teachers (ITT); create high-quality professional learning opportunities for all incoming Internationally Trained Teachers to Prince George's County Public Schools; build an ITT teacher leadership pipeline within the school district; and promote understanding of experiences of ITTs as they adapt and assimilate to new educational practices, environments, and expectations. The ITTSN kicks off between New Teacher Boot Camp and Professional Educators Induction Program (PEIP) and is held quarterly.