



The Arlington ISD underwent a thorough review of its teacher hiring practices recently to evaluate the district's objective to be an equal opportunity employer and monitor hiring data to that effect. The review includes affirmative action criteria typically used in organizational assessments.

In addition, the AISD reviewed internal data on teacher ethnicity compared to percentage by ethnicity in the Dallas/Fort Worth-area and also those who hold a bachelor's degree – the minimum requirement to be a teacher. Since not all degreed individuals choose to become teachers, the district utilized an expansive assumption on the number of available teaching candidates.

Using data from the Texas Academic Performance Report, the U.S. Census Bureau, the Dallas Regional Chamber and AISD internal employment data to conduct this analysis, the AISD found that it is above target in hiring qualified African American and Hispanic teaching employees and has increased its percentage of African American and Hispanic teachers over the last three years.

Teacher Ethnicity	2014-2015 AISD - STATE		2013-2014 AISD - STATE		2012-2013 AISD - STATE	
African American	13%	9.9%	12.5%	9.6%	12.1%	9.4%
Hispanic	15.1%	25.6%	14.3%	25.2%	12.8%	24.9%
Caucasian	68.1%	61.4%	69.4%	62.3%	71.5%	62.8%
American Indian	.5%	.4%	.5%	.4%	.7%	.4%
Asian	1.6%	1.4%	1.4%	1.4%	1.3%	1.4%
Pacific Islander	.0%	.2%	.0%	.1%	.0%	.1%
2 or more	1.7%	1.1%	1.8%	1.1%	1.7%	1.1%

Source: Texas Academic Performance Report

In addition, the analysis suggests a greater emphasis on hiring Asian and American Indian teachers. The district utilizes strategies to continue to increase diverse employee hiring, including recruiting in conjunction with community partner organizations and the new AISD Teacher Academy that starts in fall 2017.

The AISD is not subject to the affirmative action reporting requirement; however, the district will continuously monitor equal opportunity objectives while also staying within the guidelines of Title VII of the Civil Rights Act of 1964 that prohibits employers from discriminating against employees on the basis of sex, race, color, national origin and religion. The district hires the most qualified candidate based on knowledge, skills and abilities.