

Reparations Toolkit

Representation in Schools

Reparations for Melrose

8/1/2023

What is in this Toolkit?

1. Overview of the Repairs Toolkit
2. What can we learn from these data?
3. Video tutorial on using the data.
4. Step-by-step instructions on using the data.



1. Overview of the Reparations Toolkit

- This Toolkit was developed by *Reparations for Melrose*, a group working to end anti-Black systemic racism. <https://reparationsformelrose.org/>
- We are documenting racial harm with the goal of paving the way for reparations.
- This toolkit was developed to help municipalities throughout Massachusetts document racial harm in their own communities.
- You can find examples of our work on our website.
- If you have questions, suggestions, or toolkit corrections please email us at reparationsformelrose@gmail.com.

2. What can we learn from these data?

- Massachusetts Department of Elementary and Secondary Education (DESE) data can be used to document the degree to which the racial composition of the teaching staff reflects the racial composition of the student body in Massachusetts schools.
- Most children in the United States complete their education having had only white teachers. This is a loss for all students, regardless of their race and ethnicity. However, research shows that it is particularly harmful for Black students and other students of color.
- When Black students and other students of color have teachers who look like them, they are more likely to thrive academically, graduate from high school, and aspire to college.

3. Video tutorial on using the data

- Click here for the video tutorial: <https://youtu.be/Kd5HrDCBZO4>

4. Step-by-step instructions on using the data

Step 1: Right click here to open the Reparations Toolkit *Representation in Schools* sheet in a new tab:

<https://docs.google.com/spreadsheets/d/1GGcYtie3Os4OWsUj4qhGGV9uFnRoBj8QkPFv56a0rb8/edit#gid=344049642>

Representation in Schools Toolkit

File Edit View Insert Format Data Tools Extensions Help

New
Open
Import
Make a copy
Share
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Download
Rename
Move
Add shortcut to Drive
Move to trash
Version history
Make available offline
Details
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Step 2: Make a copy of the sheet and save it to your own computer.

Racial Composition of Teaching Staff

Race	Teachers	Students
Black	0%	0%
White	0%	0%

paste data here EXAMPLE - Melrose 2023 Data Source

Step 3: Right click here to open the *MA Department of Elementary and Secondary Education (DESE)* Website in a new tab:

<https://app.powerbigov.us/view?r=eyJrIjojNGQ2NmM5ZGItdjgyNS00ZjEyLWEyYmMtZDBkZGQxMWJiMTFlIiwidCI6IjNlODYxZDE2LTQ4YjctNGEwZS05ODA2LThjMDRkODFiN2IyYSJ9>



The Massachusetts Department of Elementary and Secondary (Department) has committed to provide all students with a racially diverse and culturally responsive educator workforce. This dashboard displays state and district level educator data by race and ethnicity.

The Employed Educators Report provides the most recent three years of data for educators employed in Massachusetts public schools. Total educators, new hires, retention, experienced educators, and in-field data are displayed by job classification.



The Educator Pipeline Report provides the most recent three years of enrollment and completion data in approved educator preparation programs, licensure data, and pass rates for the Massachusetts Teacher Educator Licensure (MTEL).



Massachusetts Department of Elementary and Secondary Education
Education Data Services

Step 4: Click on
"Employed Educators"



Back

EMPLOYED EDUCATORS

District Name

Melrose

Race/Ethnicity

All

Selected: Amer. Ind. or Alaska Nat., Asian, Afr. Amer./Black, Hispanic/Latino, Nat. Haw. or Pacif. Isl., Multi-race, Non-Hisp...

Home

Employed Educators

Educator Pipeline

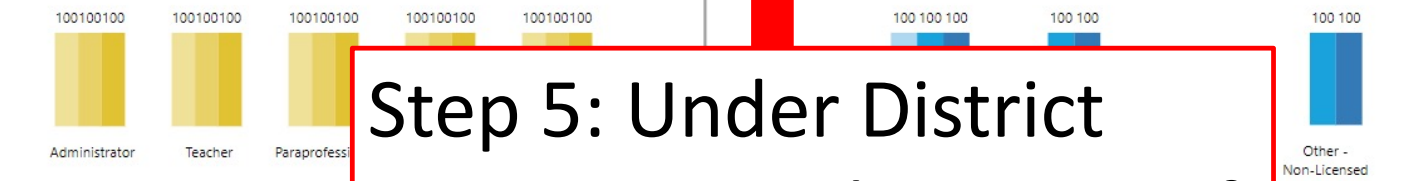
About the Data

Student Enrollment Comparison (Hover)

About Job Classifications

Total Educators Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	33	100.0	35	100.0	34	100.0
Teacher	286	100.0	283	100.0	276	100.0
Paraprofessional	107	100.0	128	100.0	124	100.0
Other - Licensed	24	100.0	34	100.0	35	100.0
Other - Non-Licensed	52	100.0	61	100.0	64	100.0

New Hires Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	--	--	--	--	--	--
Teacher	15	100.0	21	100.0	14	100.0
Paraprofessional	--	--	34	100.0	16	100.0
Other - Licensed	--	--	--	--	--	--
Other - Non-Licensed	--	--	10	100.0	6	100.0



Educator Retention Job Classification	2021	
	#	%
Administrator	26	76.5
Teacher	258	91.2
Paraprofessional	92	78.6
Other - Licensed	23	59.0
Other - Non-Licensed	48	87.3

Step 5: Under District Name, enter the name of your city or town.



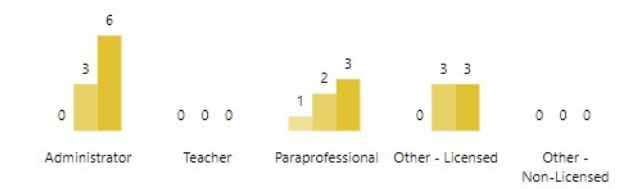
* Data not yet publicly available.
Cells are suppressed where there are less than 6 educators in the denominator (shown as "--").

Step 6: Under Race/Ethnicity select "Afr.Amer./Black"

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- Employed Educators
- Educator Profile
- About the Data

- Student Enrollment Comparison (Hover)
- About Job Classifications

Other - Non-Licensed | 0 0.0 0 0.0 0 0.0 0 0.0



Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	--	--	--	--	--	--
Teacher	--	--	--	--	--	--
Paraprofessional	--	--	--	--	--	--
Other - Licensed	--	--	--	--	--	--
Other - Non-Licensed	--	--	--	--	--	--

Administrator Teacher Paraprofessional Other - Licensed Other - Non-Licensed

Job Classification	2021	2022	2023
Administrator	--	--	--
Teacher	0	0	0
Paraprofessional	--	--	--
Other - Licensed	--	--	--
Other - Non-Licensed	--	--	--

Race/Ethnicity

Afr. Amer./Black

- Select all
- Amer. Ind. or Alaska Nat.
- Asian
- Afr. Amer./Black
- Hispanic/Latino
- Nat. Haw. or Pacif. Isl.
- Multi-race, Non-Hisp./Lat.
- White



Indicator	2021		2022		2023	
	#	%	#	%	#	%
Experienced Teachers	--	--	--	--	--	--
In-field Teachers	--	--	--	--	--	--

Experienced Teachers In-field Teachers

Cells are suppressed where there are less than 6 educators in the denominator (shown as "--").



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EMPLOYED EDUCATORS

District Name

Melrose

Selected: Afr. Amer./Black

Race/Ethnicity

Afr. Amer./Black

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Employed Educators

Educator Pipeline

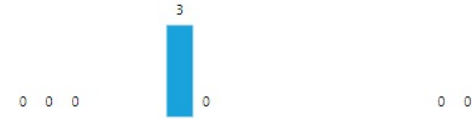
About the Data

Student Enrollment Comparison (Hover)

About Job Classifications

Total Educators Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	0	0.0	1	2.9	2	5.9
Teacher	0	0.0	0	0.0	0	0.0
Paraprofessional	1	0.9	3	2.3	4	3.2
Other - Licensed	0	0.0	1	2.9	1	2.9
Other - Non-Licensed	0	0.0	0	0.0	0	0.0

New Hires Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	--	--	--	--	--	--
Teacher	0	0.0	0	0.0	0	0.0
Paraprofessional	--	--	1	2.9	0	0.0
Other - Licensed	--	--	--	--	--	--
Other - Non-Licensed	--	--	0	0.0	0	0.0



This shows the number and percent (%) of teachers and other school staff in your city or town who are Black. Note this shows data for the past three years.

Non-Licensed

Cells are suppressed where there are less than 6 educators in the denominator (shown as "--").



EMPLOYED EDUCATORS

District Name

Melrose

Selected: Afr. Amer./Black

Race/Ethnicity

Afr. Amer./Black

Home

Employed Educators

Educator Pipeline

About the Data

Student Enrollment Comparison (Hover)

About Job Classification

Total Educators Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	0	0.0	1	2.9	0	0.0
Teacher	0	0.0	0	0.0	0	0.0
Paraprofessional	1	0.9	3	2.3	0	0.0
Other - Licensed	0	0.0	1	2.9	1	2.9
Other - Non-Licensed	0	0.0	0	0.0	0	0.0

New Hires Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	--	--	--	--	--	--
Teacher	0	0.0	0	0.0	0	0.0
Paraprofessional	--	--	1	2.9	0	0.0
Other - Licensed	--	--	--	--	--	--
Other - Non-Licensed	--	--	0	0.0	0	0.0

In 2023, Melrose reported having no Black teachers (0%).

Teacher	--	--	--	--	--	--
Paraprofessional	--	--	--	--	--	--
Other - Licensed	--	--	--	--	--	--
Other - Non-Licensed	--	--	--	--	--	--

In-field Teachers	--	--	--	--	--	--
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Administrator Teacher Paraprofessional Other - Licensed Other - Non-Licensed

Cells are suppressed where there are less than 6 educators in the denominator (shown as "--").



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EMPLOYED EDUCATORS

District Name

Melrose

Selected: Afr. Amer./Black

Race/Ethnicity

Afr. Amer./Black

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Employed Educators

Educator Pipeline

About the Data

Student Enrollment Comparison (Hover)

About Classification

Total Educators Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	0	0.0	1	2.9	2	5.0
Teacher	0	0.0	0	0.0	0	0.0
Paraprofessional	1	0.9	3	2.3	4	9.1
Other - Licensed	0	0.0	1	2.9	1	2.3
Other - Non-Licensed	0	0.0	0	0.0	0	0.0

New Hires Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	--	--	--	--	--	--
Teacher	0	0.0	0	0.0	0	0.0
Paraprofessional	--	--	1	2.9	0	0.0
Other - Licensed	--	--	--	--	--	--
Other - Non-Licensed	--	--	0	0.0	0	0.0



Step 7: Write down the % of Black teachers in your city or town for the most recent year. Later, we will enter this number into the sheet (in the blue cell).

0	0
Other - Non-Licensed	
23	%
--	
--	

ator (shown as "--").

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EMPLOYED EDUCATORS

District Name

Melrose

Selected: Afr. Amer./Black

Race/Ethnicity

Afr. Amer./Black

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Employed Educators

Educator Pipeline

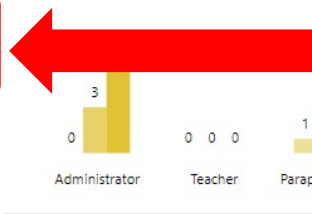
About the Data

Student Enrollment Comparison (Hover)

About Job Classifications

Total Educators Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	0	0.0				
Teacher	0	0.0				
Paraprofessional	1	0.9				
Other - Licensed	0	0.0				
Other - Non-Licensed	0	0.0				

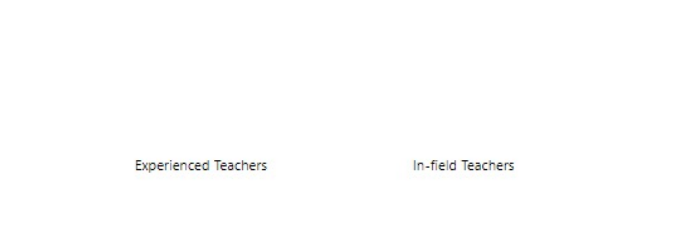
New Hires Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator						
Teacher						
Paraprofessional						
Other - Licensed						
Other - Non-Licensed						



Step 8: Hover your cursor over the button labeled "Student Enrollment Comparison."

Educator Retention Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	--	--	--	--	--	--
Teacher	--	--	--	--	--	--
Paraprofessional	--	--	--	--	--	--
Other - Licensed	--	--	--	--	--	--
Other - Non-Licensed	--	--	--	--	--	--

Teacher Indicators Indicator	2021		2022		2023	
	#	%	#	%	#	%
Experienced Teachers	--	--	--	--	--	--
In-field Teachers	--	--	--	--	--	--



Cells are suppressed where there are less than 6 educators in the denominator (shown as "--").



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EMPLOYED EDUCATORS

District Name

Melrose

Race/Ethnicity

Afr. Amer./Black

Selected: Afr. Amer./Black

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Employed Educators

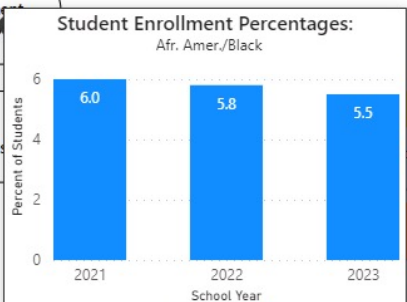
Educator Pipeline

About the Data

Total Educators Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	0	0.0	1	2.9	2	5.9
Teacher	0	0.0	0	0.0	0	0.0
Paraprofessional	1	0.9	3	2.3	4	3.2
Other - Licensed	0	0.0	1	2.9	1	2.9
Other - Non-Licensed	0	0.0	0	0.0	0	0.0

New Hires Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	--	--	--	--	--	--
Teacher	0	0.0	0	0.0	0	0.0

Student Enrollment Comparison



About Job Classifications

	2022		2023	
	#	%	#	%
Paraprofessional	--	--	--	--
Other - Licensed	--	--	--	--
Other - Non-Licensed	--	--	--	--

This shows the percent (%) of students in your city or town who are Black. Note this shows data for the past three years.

Administrator Teacher Paraprofessional Other - Licensed Other - Non-Licensed

Cells are suppressed where there are less than 6 educators in the denominator (shown as "--").



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EMPLOYED EDUCATORS

District Name

Melrose

Selected: Afr. Amer./Black

Race/Ethnicity

Afr. Amer./Black

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Employed Educators

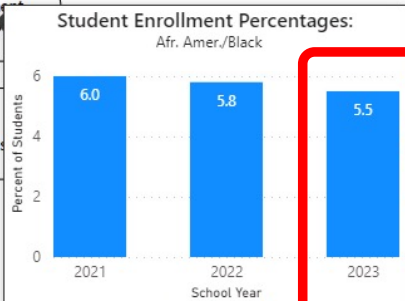
Educator Pipeline

About the Data

Total Educators Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	0	0.0	1	2.9	2	5.9
Teacher	0	0.0	0	0.0	0	0.0
Paraprofessional	1	0.9	3	2.3	4	3.2
Other - Licensed	0	0.0	1	2.9	1	2.9
Other - Non-Licensed	0	0.0	0	0.0	0	0.0

New Hires Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	--	--	--	--	--	--
Teacher	0	0.0	0	0.0	0	0.0
Paraprofessional	--	--	1	2.9	0	0.0
Other - Licensed	--	--	--	--	--	--
Other - Non-Licensed	--	--	0	0.0	0	0.0

Student Enrollment Comparison (H)



About Job Classifications

Job Classification	2022		2023	
	#	%	#	%
Paraprofessional	--	--	--	--
Other - Licensed	--	--	--	--
Other - Non-Licensed	--	--	--	--

In Melrose in 2023, 5.5% of the student body was Black.

Experienced Teachers

In-field Teachers

Administrator Teacher Paraprofessional Other - Licensed Other - Non-Licensed

Cells are suppressed where there are less than 6 educators in the denominator (shown as "--").



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EMPLOYED EDUCATORS

District Name

Melrose

Selected: Afr. Amer./Black

Race/Ethnicity

Afr. Amer./Black

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Employed Educators

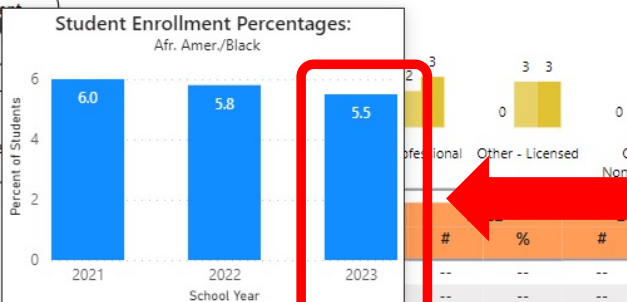
Educator Pipeline

About the Data

Total Educators Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	0	0.0	1	2.9	2	5.9
Teacher	0	0.0	0	0.0	0	0
Paraprofessional	1	0.9	3	2.3	4	4
Other - Licensed	0	0.0	1	2.9	1	1
Other - Non-Licensed	0	0.0	0	0.0	0	0

New Hires Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	--	--	--	--	--	--

Student Enrollment Comparison (H)



About Job Classifications

Step 9: Write down the % of Black students in your city or town for the most recent year. Later, we will enter this number into the sheet (in the green cell).

Administrator Teacher Paraprofessional Other - Licensed Other - Non-Licensed

Cells are suppressed where there are less than 6 educators in the denominator (shown as "--").

Step 10: Under Race/Ethnicity, uncheck Afr.Amer./Black, then, select "white."

Race/Ethnicity

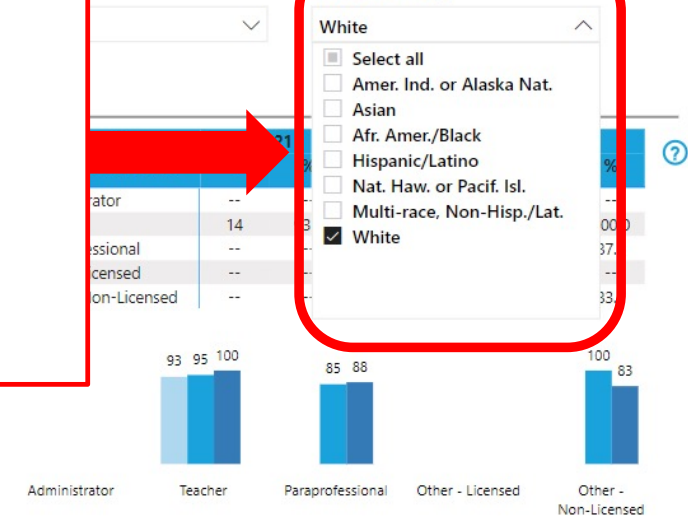
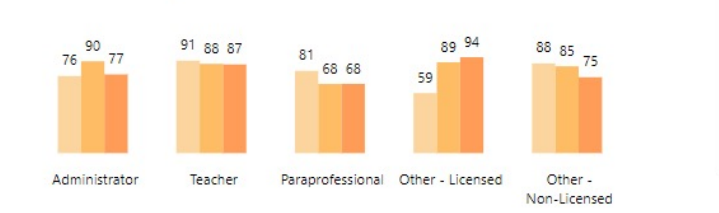
White

- Select all
- Amer. Ind. or Alaska Nat.
- Asian
- Afr. Amer./Black
- Hispanic/Latino
- Nat. Haw. or Pacif. Isl.
- Multi-race, Non-Hisp./Lat.
- White

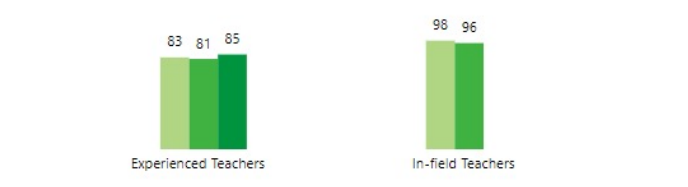
- ← Back
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- Employed Educators
- Educator Information
- About this Report
- Student Enrollment Comparison
- About Job Classifications



Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	25	75.8	28	90.3	24	77.4
Teacher	251	90.9	245	87.8	239	87.2
Paraprofessional	89	80.9	70	68.0	81	68.1
Other - Licensed	23	59.0	25	89.3	33	94.3
Other - Non-Licensed	45	88.2	41	85.4	44	74.6



Indicator	2021		2022		2023	
	#	%	#	%	#	%
Experienced Teachers	231	82.8	223	81.4	229	85.4
In-field Teachers	277	97.9	269	95.7	*	*



* Data not yet publicly available.
Cells are suppressed where there are less than 6 educators in the denominator (shown as "--").

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EMPLOYED EDUCATORS

District Name

Melrose

Selected: White

Race/Ethnicity

White

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Employed Educators

Educator Pipeline

About the Data

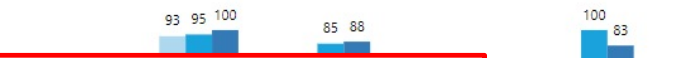
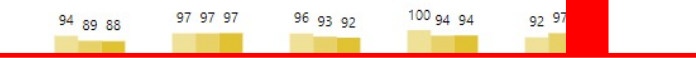
Student Enrollment Comparison (Hover)

About Job Classifications

Total Educators Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	31	93.9	31	88.6	30	96.7
Teacher	276	96.5	273	96.5	267	96.7
Paraprofessional	103	96.3	119	93.0	114	91.9
Other - Licensed	24	100.0	32	94.1	33	91.9
Other - Non-Licensed	48	92.3	59	96.7	61	96.7

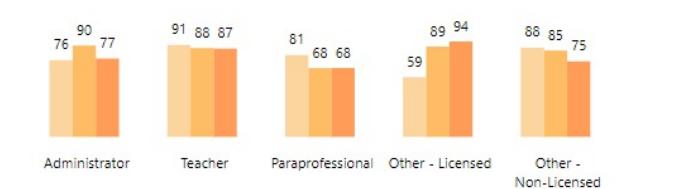
New Hires Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	--	--	--	--	--	--
Teacher	14	93.3	20	95.2	14	100.0
Paraprofessional	--	--	29	85.3	14	87.5
Other - Licensed	--	--	--	--	--	--
Other - Non-Licensed	--	--	10	100.0	5	83.3

In 2023, Melrose reported that 96.7% of the teachers were white.



Teacher	251	90.9	245	87.8	239	87.2
Paraprofessional	89	80.9	70	68.0	81	68.1
Other - Licensed	23	59.0	25	89.3	33	94.3
Other - Non-Licensed	45	88.2	41	85.4	44	74.6

In-field Teachers	277	97.9	269	95.7	*	*
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* Data not yet publicly available.

Cells are suppressed where there are less than 6 educators in the denominator (shown as "--").



EMPLOYED EDUCATORS

District Name

Melrose

Selected: White

Race/Ethnicity

White

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Employed Educators

Educator Pipeline

About the Data

Student Enrollment Comparison (Hover)

Total Educators Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	31	93.9	31	88.6	30	96.7
Teacher	276	96.5	273	96.5	267	96.7
Paraprofessional	103	96.3	119	93.0	114	91.9
Other - Licensed	24	100.0	32	94.1	33	91.9
Other - Non-Licensed	48	92.3	59	96.7	61	96.7

New Hires Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	--	--	--	--	--	--
Teacher	14	93.3	20	95.2	14	100.0
Paraprofessional	--	--	29	85.3	14	87.5
Other - Licensed	--	--	--	--	--	--
Other - Non-Licensed	--	--	10	100.0	5	83.3

Step 11: Write down the % of white teachers in your city or town for the most recent year. Later, we will enter this number into the sheet (in the yellow cell).



* Data not yet publicly available.

Cells are suppressed where there are less than 6 educators in the denominator (shown as "--").

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EMPLOYED EDUCATORS

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Employed Educators

Educator Pipeline

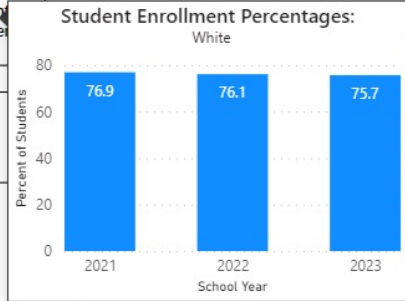
About the Data

Job Classification	2021	
	#	%
Administrator	31	31
Teacher	276	273
Paraprofessional	103	119
Other - Licensed	24	100.0
Other - Non-Licensed	40	59

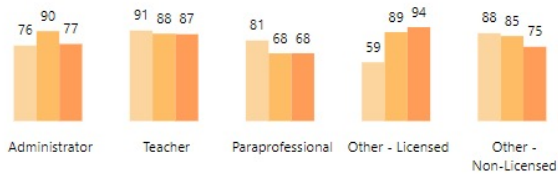
Step 12: Hover your mouse over “Student Enrollment Comparison” and write down the % of white students in your city or town for the most recent year. Later, we will enter this number into the sheet (in the orange cell).

Student Enrollment Comparison (Hover)

About Job Classifications



Paraprofessional	89	80.9
Other - Licensed	45	85.4
Other - Non-Licensed	45	88.2



* Data not yet publicly available.

Cells are suppressed where there are less than 6 educators in the denominator (shown as "--").

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EMPLOYED EDUCATORS

District Name

Melrose

Selected: White

Race/Ethnicity

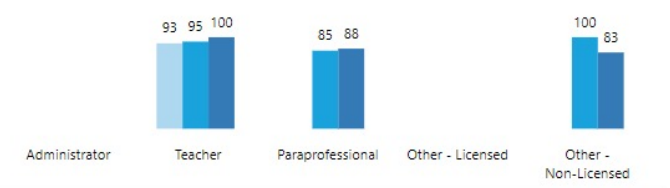
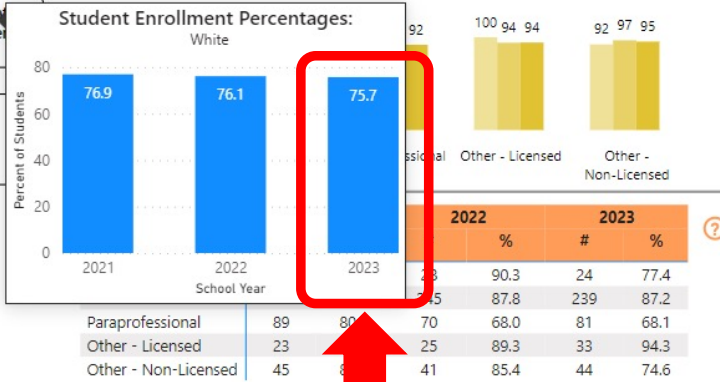
White

- Home
- Employed Educators
- Educator Pipeline
- About the Data

Total Educators Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	31	93.9	31	88.6	30	88.2
Teacher	276	96.5	273	96.5	267	96.7
Paraprofessional	103	96.3	119	93.0	114	91.9
Other - Licensed	24	100.0	32	94.1	33	94.3
Other - Non-Licensed	48	92.3	59	96.7	61	95.3

New Hires Job Classification	2021		2022		2023	
	#	%	#	%	#	%
Administrator	--	--	--	--	--	--
Teacher	14	93.3	20	95.2	14	100.0
Paraprofessional	--	--	29	85.3	14	87.5
Other - Licensed	--	--	--	--	--	--
Other - Non-Licensed	--	--	10	100.0	5	83.3

- Student Enrollment Comparison (Hover)
- About Job Classifications



Teacher Indicators Indicator	2021		2022		2023	
	#	%	#	%	#	%
Experienced Teachers	231	82.8	223	81.4	229	85.4
In-field Teachers	277	97.9	269	95.7	*	*

In Melrose in 2023, 75.7% of the students were white.

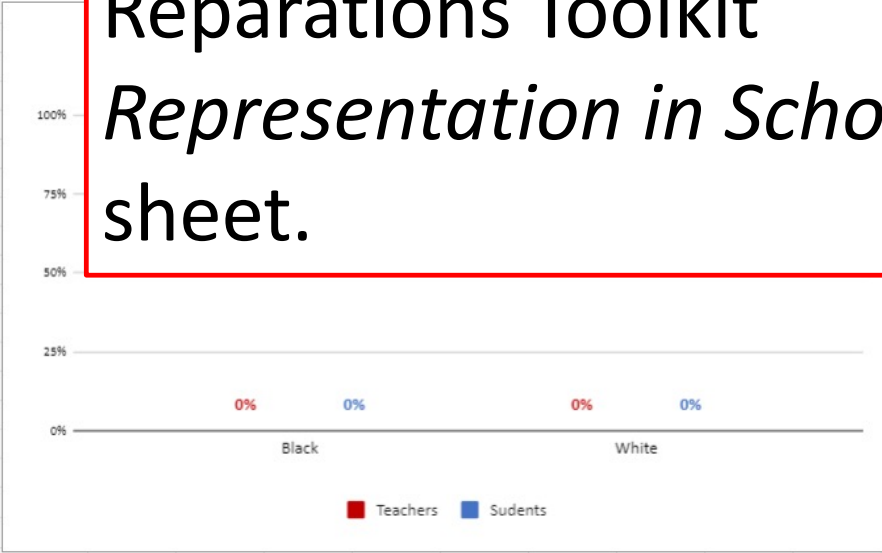
denominator (shown as "--").



X27 fx

	A	B	C	D	E
1	Your City Data				
2		Black	White		
3	Teachers	0.0%	0.0%		
4	Sudents	0.0%	0.0%		
5					
6					
7					
8					
9					
10					
11					
12					
13					
14					
15					
16					
17					
18					
19					
20					
21					
22					
23					
24					
25					
26					
27					
28					
29					

Step 13: Go to the Reparations Toolkit *Representation in Schools* sheet.





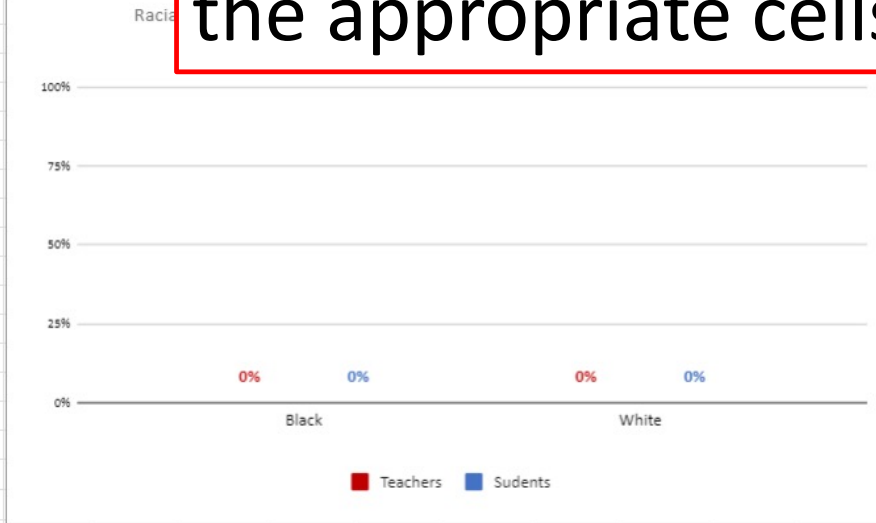
X27

fx

	A	B	C	D	E	F
1	Your City Data					
2		Black	White			
3	Teachers	0.0%	0.0%			
4	Sudents	0.0%	0.0%			



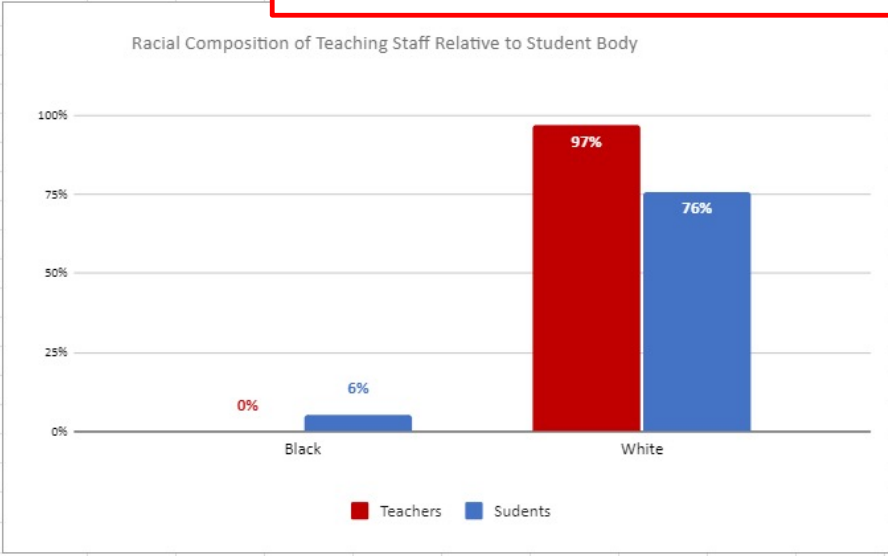
Step 14: Enter the data into the appropriate cells.





	A	B	C	D	E	F	G
1	Melrose						
2		Black	White				
3	Teachers	0.0%	96.7%				
4	Sudents	5.5%	75.7%				

The figure will be created automatically.



Before you share your findings

- ✓ Check that you selected the intended city or town.
- ✓ Check that you wrote down educator data for the intended year.
- ✓ Check that the data you entered in the sheet was for “teachers.”
- ✓ Check that you wrote down student data for the intended year.
- ✓ Have someone else check your work.

Congratulations! You are
ready to share your findings!

How to find data going back more than three years.

If you would like to look at trends beyond the past three years, you can do so using data found at:

<https://profiles.doe.mass.edu/general/general.aspx?topNavID=1&leftNavId=100&orgcode=01780000&orgtypecode=5>

Melrose (01780000)

Melrose

General Students Teachers Finance Assessment Accountability Trends - DART

- Contact Information
- People
- Grades Offered
- Relationships/Membership
- Educator Contracts
- Curriculum Data
- Additional Information
- About Public School Districts

Melrose

360 Lynn Fells Pkwy
Melrose MA 02176
781-662-2000
jkukenberger@melroseschools.com
781-979-2285
https://www.melroseschools.com



Related Links:

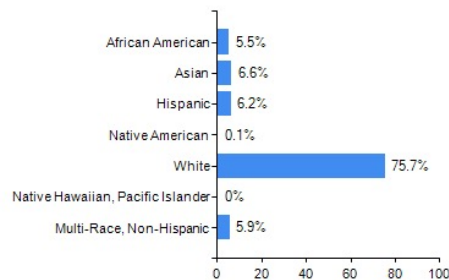
- ESE Website

Superintendent : John Macero

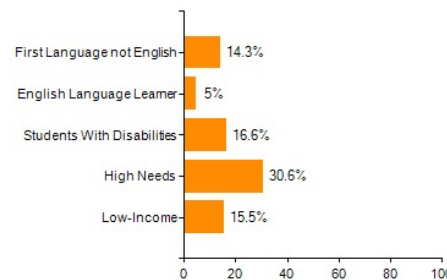
2022-23 Enrollment



Student Race and Ethnicity



Selected Populations



Step 1: Enter your city or town

- Contact Information
- People
- Grades Offered
- Relationships/Membership
- Educator Contracts
- Curriculum Data
- Additional Information
- About Public School Districts

Melrose

360 Lynn Fells Pkwy
Melrose MA 02176

781-662-2000

781-979-2285

jkukenberg@melroseschools.com

https://www.melroseschools.com



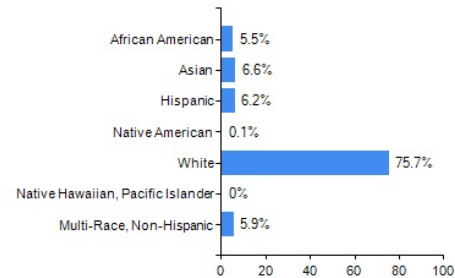
Related Links:
ESE Website

Superintendent : John Macero

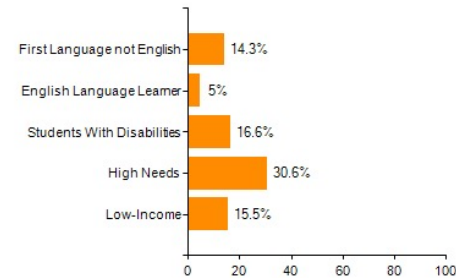
2022-23 Enrollment



Student Race and Ethnicity



Selected Populations



Step 2: Click the orange arrow

Melrose (01780000)

Melrose

- General
- Students
- Teachers
- Finance
- Assessment
- Accountability
- Trends - DART

- Contact Information
- People
- Grades Offered
- Relationships/Membership
- Education
- Curriculum
- Additional Information
- About

Melrose

360 Lynn Falls Pkwy
Melrose, MA 02176



Print

Step 3: Click on "Teachers"

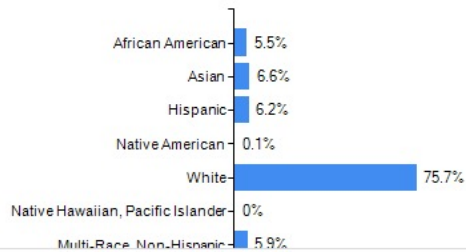
Related Links:
ESE Website

Superintendent : John Macero

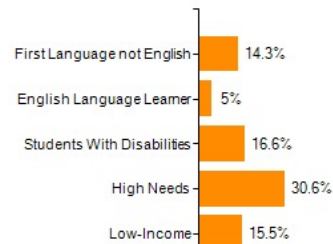
2022-23 Enrollment



Student Race and Ethnicity



Selected Populations



- Teacher Data
- Teacher Salaries
- Staffing Data by Race, Ethnicity, Gender**
- Educators by Age Groups
- Staffing Retention Rates
- Teacher by Grade and Subject
- Teacher by Program Area
- Educator Evaluation Data
- Educator Contracts
- Educator Data Dashboard

Related Links:

- Teacher Data Report

Teacher Data (2021-22)

Total # of Teachers (FTE)

Teachers Licensed

Teachers licensed in high poverty schools

Teachers licensed in low poverty schools

Teachers without a waiver

Teachers without a waiver in high poverty schools

Teachers without a waiver in low poverty schools

Teachers without a provisional license

Teachers without a provisional license in high poverty schools

Teachers without a provisional license in low poverty schools

Teachers without a waiver or provisional license

Teachers without a waiver or provisional license in high poverty schools

Teachers without a waiver or provisional license in low poverty schools

Experienced teachers

Experienced teachers in high poverty schools

Experienced teachers in low poverty schools

Step 4: Click on "Staffing Data by Race, Ethnicity, Gender."

Teachers licensed in high poverty schools	-	-	19,841.4	99.3
Teachers licensed in low poverty schools	-	-	19,841.4	99.3
Teachers without a waiver	34.8	100.0	76,186.4	99.8
Teachers without a waiver in high poverty schools	-	-	18,319.5	99.7
Teachers without a waiver in low poverty schools	-	-	19,977.3	100.0
Teachers without a provisional license	34.8	100.0	71,420.0	93.6
Teachers without a provisional license in high poverty schools	-	-	16,697.7	90.8
Teachers without a provisional license in low poverty schools	-	-	19,239.2	96.3
Teachers without a waiver or provisional license	34.8	100.0	71,348.2	93.5
Teachers without a waiver or provisional license in high poverty schools	-	-	16,670.9	90.7
Teachers without a waiver or provisional license in low poverty schools	-	-	19,234.2	96.2
Experienced teachers	33.8	97.1	63,084.4	82.6
Experienced teachers in high poverty schools	-	-	13,529.1	73.6
Experienced teachers in low poverty schools	-	-	17,615.6	88.1

Melrose (01780000)

2023

General Students Teachers Finance Assessment Accountability Trends - DART

- > Teacher Data
- > Teacher Salaries
- > Staffing Data by Race, Ethnicity, Gender
- > Educators by Age Groups
- > Staffing Retention Rates
- > Teacher by Grade and Subject
- > Teacher by Program Area
- > Educator Evaluation Data
- > Educator Contracts
- Educator Data Dashboard

Related Links:
• Race/Ethnicity and Gender Staffing Report

Staffing Data by Race, Ethnicity, Gender by Full-time Equivalents (2022-23)



	District	State
African American	7.0	
Asian	6.3	2,838.5
Hispanic	9.2	8,710.3
White	480.5	124,609.2
Native American	0.0	162.7
Native Hawaiian, Pacific Islander	0.0	98.1
Multi-Race, Non-Hispanic	3.0	904.8
Males	85.6	29,731.8
Females	420.3	114,924.5
FTE Count	506.0	

In Melrose in 2023, 7 of the 506 full-time staff positions were held by Black people.

$7/506=0.0138$ or 1.4%

Melrose (01780000)

Melrose

2023

General **Students** Teachers Finance Assessment Accountability Trends - DART

- Enrollment
 - Pathways/Programs Enrollment
 - Students with disabilities
 - Student Attendance
 - Student Retention
 - Selected Populations

Enrollment Data

Enrollment by Race/Ethnicity (2022-23)			
Race	% of District	% of State	
Native American	0.1	0.2	
White	75.7	54.4	
Native Hawaiian, Pacific Islander	0.0	0.1	
Multi-Race, Non-Hispanic	5.9	4.4	

Enrollment by Gender (2022-23)		
	District	State
Female	1,916	442,564
Male	1,921	469,563
Non-Binary	12	1,608
Total	3,849	913,735

Related Links:

- Enrollment by Grade
- Enrollment By Race/Gender Report
- Enrollment by Kindergarten
- Enrollment by Pre-kindergarten

Step 6: Click on "Students"

- Enrollment
 - Pathways/Programs Enrollment
 - Students with disabilities
 - Student Attendance
 - Student Retention
 - Selected Populations
 - Technology
 - Plans of High School Graduates
 - Dropout Rate
 - Graduation Rate
 - Mobility Rate
 - MassCore Completion
 - Attrition Rates
 - Class Size by Gender and Selected Population
 - Graduates Attending Higher Ed.
 - Class Size by Race/Ethnicity
 - Student Discipline
 - Student Discipline Days Missed
 - Arts Course-taking
 - Grade Nine Course Passing
 - Advanced Course Completion
 - Digital Literacy and Computer Science Course-taking

Enrollment Data



Race	% of District	% of State
African American	5.5	9.4
Asian	6.6	7.3
Hispanic		24.2
Native American		0.2
White		54.4

In Melrose in 2023, 5.5% of the students were Black.

Related Links:

- Enrollment by Grade
- Enrollment By Race/Gender Report
- Enrollment by Kindergarten
- Enrollment by Pre-kindergarten

Female	1,916	442,304
Male	1,921	469,563
Non-Binary	12	1,608
Total	3,849	913,735

Melrose (01780000)



Enrollment Data



- Enrollment
 - Pathways/Programs Enrollment
 - Students with disabilities
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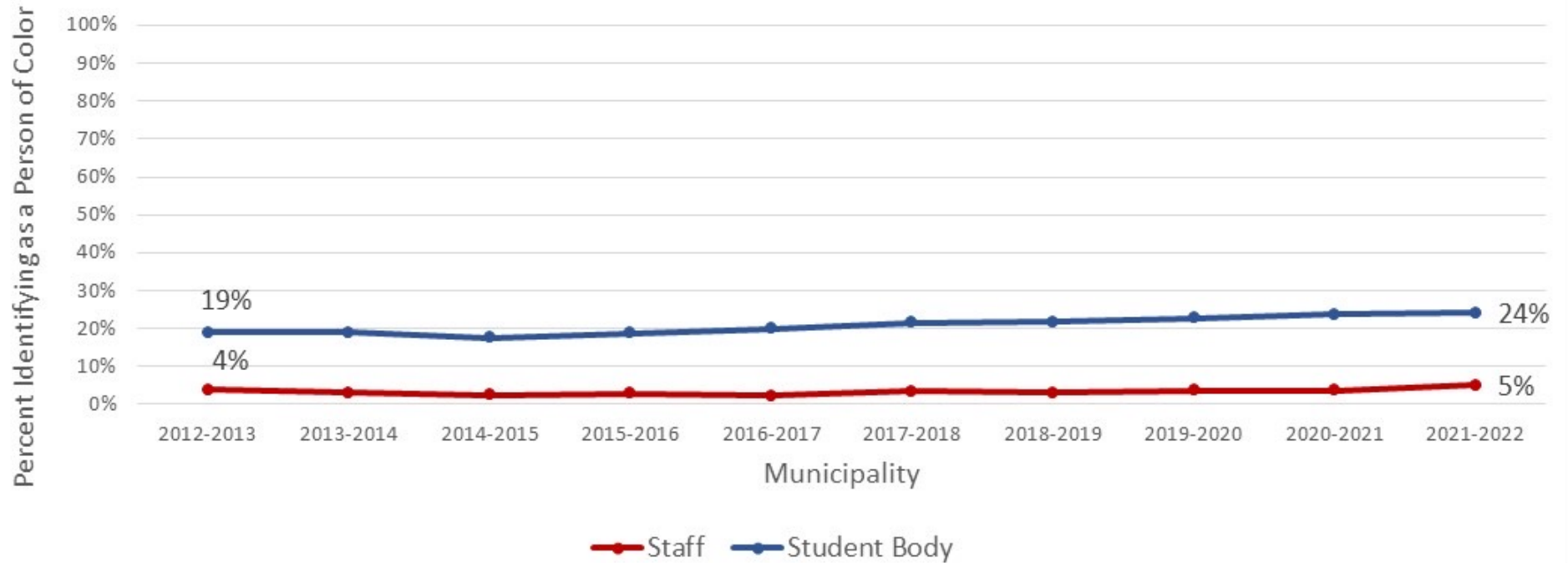
Related Links:

- Enrollment by Grade
- Enrollment By Race/Gender Report
- Enrollment by Kindergarten
- Enrollment by Pre-kindergarten

Step 7: Click the left arrow to go back to data from previous years.

Race		
African American		
Asian		
Hispanic		
Native American		
White		
Native Hawaiian		
Multi-Race, Non-Hispanic	5.9	4.3

Enrollment by Gender (2021-22)		
	District	State
Female	1,862	442,763
Male	1,881	467,772
Non-Binary	5	994
Total	3,748	911,529



Using these data, you can make a figure like this.

If you have questions, suggestions, corrections, or want to share your findings, please contact:

reparationsformelrose@gmail.com