San Francisco Unified School District (SFUSD)
Peer Assistance and Review (PAR) Data Analysis

DATA SOURCE

During November 2017, the San Francisco Unified School District (SFUSD) sent a snapshot of the Peer Assistance and Review (PAR) statistics to United Educators of San Francisco (UESF) that include information such as age, gender, and ethnicity. Additionally, the data show PAR participants from 2010 thru the end of October 2017 (the Excel file indicates that the data was reviewed on 10/27/17).

In order to perform statistical analysis on the data, an additional column was created that adjusts the "Current Age" field by the year the teacher "Enter[ed] PAR". For example, if the teacher's "Current Age" is 51 and (s)he "Enter[ed] PAR" in 2016, then the age is reduced by one year, to 50. This new field is called "Age Entered PAR." The "Age Entered PAR" field assumes full year differences and does not adjust for months, thus resulting in a more conservative view (i.e, lower and thus, favorable average for the SFUSD).

Of special note, on September 29, 2017, a concerned citizen, Ms. Valerie Trahan, made a public records request for this same PAR data, pursuant to the California Public Records Act. On October 12, 2017, the SFUSD responded that no responsive documents existed. Clearly, the SFUSD's assertion on October 12, 2017, is untrue.[1]

CALFORNIA STATISTICS

The California Department of Education (CDE) published on their website information regarding the number of teachers for the 2015-16 school year. As shown below, teachers aged 46 and over account for **44.8% of the population.**

Report of California public school teachers in selected age groups for the 2015–16 school year.

Age Group	Number of Teachers	Percentage of Teachers
Over 55	66,580	18.9%
46 to 55	91,371	25.9%
Under 46	194,648	55.2%
Not reported	0	0.0%
Total	352,599	100.0%

Questions: Data Reporting Office | dro@cde.ca.gov | 916-327-0219

Last Reviewed: Friday, July 14, 2017

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[1] See Attachment 1

According to the CDE, ethnic distribution of public school teachers for the 2016-17 school year shows that about 73% are female and 27% are male. Additionally, the Hispanic/Latino teachers represent about 20% of the overall California teacher population. African American teachers total about 4%.

Ethnic distribution of public school teachers: 2016–17

Ethnicity	Number of Male Teachers	Number of Female Teachers	Total
American Indian or Alaska Native	419	945	1,364
Asian	3,623	11,924	15,547
Pacific Islander	254	622	876
Filipino	1,061	3,042	4,103
Hispanic or Latino	15,068	40,351	55,419
African American	3,342	7,598	10,940
White (not Hispanic)	45,899	127,779	173,678
Two or More Races Not Hispanic	643	1,728	2,371
No Response	2,775	7,173	9,948
Total*	**73,084**	**201,162**	**274,246**

*Some totals in the Public School Teachers table may not match due to difference in reporting strategy.

SFUSD STATISTICS

Based on the 2016-17 school year, African Americans represent about 5% of the SFUSD population. The Hispanic/Latino ethnicity is about 14%. Males represent about 33%.

The CDE website also contains a 2016/2017 data file for certificated teachers by district. For SFUSD, the data show 3,611 records in total. The average age of SFUSD certificated teachers in this file is 42.2 years. **Those aged 46 and above account for 1,444 of the 3,611 records, or about 39.99%.** Teachers referred to PAR (see Analysis section below) that are 46 and above, account for 79.4%, almost double the certificated population in SFUSD.

Teachers By Ethnicity	2012-13	2013-14	2014-15	2015-16	2016-17
American Indian or Alaska Native	13	13	13	18	20
Asian	616	615	640	666	671
Black or African American	147	155	173	182	181
Filipino	110	112	114	116	116
Hispanic or Latino	402	423	434	490	499
Native Hawaiian or Pacific Islander	4	4	4	6	8
None Reported	435	423	421	400	359
Two or More Races	29	36	29	27	24
White	1,587	1,640	1,717	1,754	1,733
Total	3,343	3,421	3,545	3,659	3,611

Teachers By Ethnicity	2012-13	2013-14	2014-15	2015-16	2016-17
American Indian or Alaska Native	0.4 %	0.4 %	0.4 %	0.4 %	0.5 %
Asian	18.4 %	18 %	18.1 %	18.2 %	18.5 %
Black or African American	4.4 %	4.5 %	4.9 %	4.9 %	5 %
Filipino	3.3 %	3.3 %	3.2 %	3.1 %	3.2 %
Hispanic or Latino	12 %	12.4 %	12.2 %	13.3 %	13.8 %
Native Hawaiian or Pacific Islander	0.1 %	0.1 %	0.1 %	0.1 %	0.2 %
None Reported	13 %	12.4 %	11.9 %	10.9 %	9.9 %
Two or More Races	0.9 %	1.1 %	0.8 %	0.7 %	0.6 %
White	47.5 %	47.9 %	48.4 %	47.9 %	47.9 %

Teachers By Gender	2012-13	2013-14	2014-15	2015-16	2016-17
Female	2,285	2,347	2,415	2,506	2,433
Male	1,058	1,074	1,130	1,153	1,178

Teachers By Gender	2012-13	2013-14	2014-15	2015-16	2016-17
Female	68.4 %	68.6 %	68.1 %	68.4 %	67.3 %
Male	31.6 %	31.4 %	31.9 %	31.5 %	32.6 %

ANALYSIS

The SFUSD/UESF PAR data show a total of 97 records (i.e., teachers referred to PAR), with an average age of about 53. Those aged 46 and above account for 77 of the 97 records, or about 79.4%, which is significantly higher than the 44.8% data from the CDE. The z score for 2 population proportions, shows 6.85. With a 95% confidence level, the results are statistically significant, when compared against the CDE population. The distribution those referred to PAR is below.


Distribution of Age Entered PAR
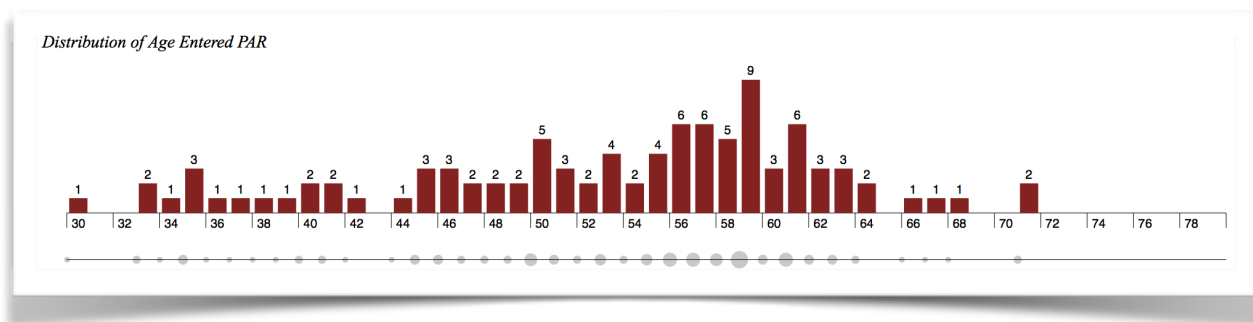
Additionally, when compared against the SFUSD data (2016/2017 for certificated teachers), those aged 46 and above represent about 39.99% - again, the 79.4% SFUSD PAR referrals for 46 and above is significantly higher than 39.99%. The z score for 2 population proportions, shows 7.78. With a 95% confidence level, the results are statistically significant, when compared against the SFUSD population from the CDE file for certificated teachers.

Age Entered PAR by Ethnicity

Age Entered PAR by Sex
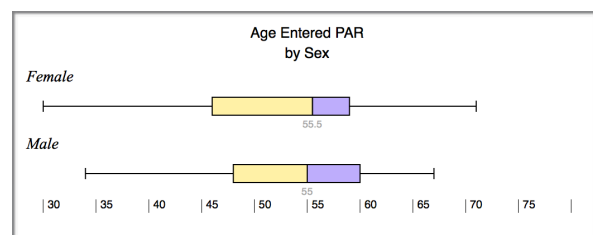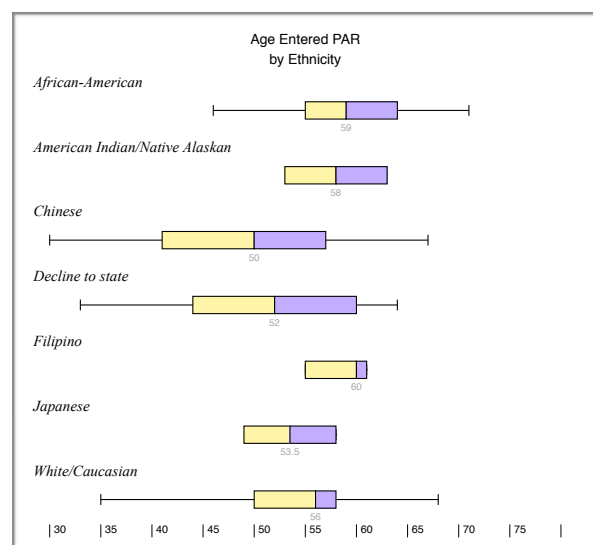
When we drill down to see data by ethnicity, we will notice that African-Americans referred to PAR have the highest median age at 59 (mean=60). Although, the age by gender (labeled as "Sex" in the original data set), shows no major disparity in total, the covariate data among age, ethnicity, and sex indicates a disturbing disparity: American Indian/Native Alaskan male is the highest age at 63 (n=1). **However, the African-American women (n=7) group, has the highest median age for a non-singleton (i.e., n > 1) at 62 (mean=63).** African Americans (both genders; n=9) represent about 9% of those referred to PAR, while the SFUSD population data shows that this group accounts for only 5% (the CDE data show 4%). The z score for 2 population proportions, shows 1.88. With a 95% confidence level, the results are statistically significant, when compared against the SFUSD population.

Males account for about 44.3% (n=43) of the total, while the SFUSD population average is about 32.6% (CDE average is about 27%). Furthermore, the one

Age Entered PAR
by (Ethnicity, Sex)
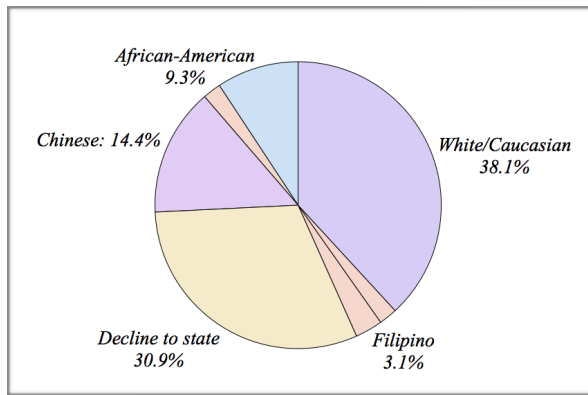
proportion z-test shows 2.42, with a p-value < 0.05. The results are statistically significant when compared against the SFUSD population.

The Hispanic/Latino group is missing entirely from the data set, which is both unexpected and unreasonable, provoking further questions about the intent of the SFUSD/UESF PAR program. We do, however, see that about 31% of the 97 reported referrals (n=30), are categorized as "Decline to state." Perhaps some of the Hispanic/Latino population would be in this category; unfortunately, the data provided are very limited, making it impossible to determine where this population is located. For reference, the SFUSD population data show that "None Reported" is 9.9%, significantly lower than the "Decline to state" percentage of 30.9% of those referred to PAR.
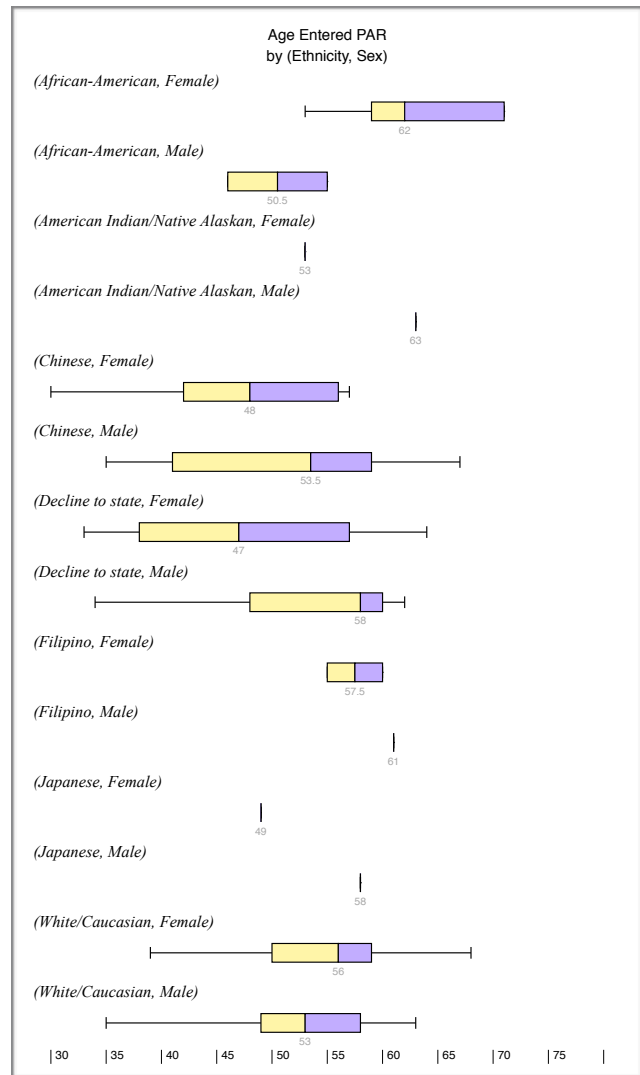
CONCLUSION

The SFUSD/UESF PAR results for 2010 thru October 2017 show several statistically significant deviations from the population. Below are a few notable items:

- Average age of those referred to PAR in SFUSD is about 53;
- The CDE shows that teachers aged 46 and over account for about 45% of the population, while those referred to PAR in the SFUSD in the same age group account for about 79%;
- The SFUSD data shows that teachers aged 46 and over account for about 39.99% of the population (vs. 79% of the PAR referrals);
- African-American women (n=7) group, have the highest median age for a non-singleton (i.e., n > 1) at 62 (mean=63), and;
- The Hispanic/Latino ethnicity category is absent from the data set.

ATTACHMENT 1

San Francisco Unified School District
LEGAL DEPARTMENT
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October 12, 2017

TRANSMITTED VIA EMAIL TO:

Valerie Trahan
2045 Emerson Street
Berkeley, CA 94703
Trahan.valerie@yahoo.com

> Re: **Response to Public Records Request**
>   **Teachers Referred to Peer Assistance and Review (PAR)**

Dear Ms. Trahan:

This letter is the District's response to your California Public Records Act request (sent via email) received by the San Francisco Unified School District on September 29, 2017.

The District has diligently reviewed its records and has determined that, at this time, the District does not have documents responsive to your requests. Should you have any questions or concerns, please feel free to contact me.

Sincerely,

SAN FRANCISCO UNIFIED SCHOOL DISTRICT

JohnRichard Reclosado