Hartford Public Schools is a diverse community of educators with approximately **18,000 students attending 39 distinctive magnet, neighborhood, and community schools of choice.** Hartford is a small, yet vibrant, city that provides endless opportunities for our students. We are committed to providing an exceptional academic public education geared toward equity and excellence for all students. Through our culturally responsive student-centered learning system, our students build deep, meaningful relationships with teachers, principals, counselors, coaches, and support staff. Embracing the community’s diversity ensures each student has a voice that is valued and elevated.

Our district is dedicated to **recruiting a diverse team of talented, high performing educators,** who are passionate about urban education and committed to developing each student’s individual, academic, social and emotional capacities, and growth within the classroom and beyond.

“As an educator, I can’t think of a more gratifying thing to do with your life. **Without educators there will be no other career field.**”
—Anthony Brooks, HPS Educator
As of 2019-2020, 27% of our teachers and 47.2% of our certified administrators identify as educators of Color; whereas, 9.7% of all teachers AND certified administrators, statewide, identify as educators of Color.

HARTFORD PUBLIC SCHOOLS STATEWIDE

At HPS, we are above the state and national averages for diversity among our teachers and administrators.

Diversity Among Us

We believe our children are best served by a team of individuals who are representative of the global community for which our students are being prepared. We strive to have the Hartford Public Schools’ team reflect the different perspectives of our families and community so that we can work together to break down barriers, close the opportunity gap, and prepare our students for college and the global workforce.

With our targeted recruiting efforts, the percentage of new certified staff, who identify as an educator of Color, has increased in Hartford Public Schools.

In 2015-16, 22.5% of our new teachers identified as teachers of Color. In 2019-2020, 34.2% of our new teachers identified as educators of Color. That is a nearly 12% increase over 4 years.

According to the National Center for Educational Statistics, “In 2017–18, about 79% of public school teachers were White, 9% were Hispanic, 7% were Black, 2% were Asian, 2% were of Two or more races, and 1% were American Indian/Alaska Native; additionally, those who were Pacific Islander made up less than 1% of public school teachers.”

2020 Teacher of the Year
Shakira Perez (click here)
We believe in our beautiful and capable students, high expectations, inclusiveness, collaboration, continuous improvement, and systemic accountability. Hartford Public Schools is seeking educators to join our team in its mission to inspire and prepare ALL students to meet success in and beyond school.

**What does HPS Look for in Candidates?**

Do you have a passion for educating children? Ensuring ALL students feel safe and valued? Using data to drive instruction?

Are you committed to closing the achievement gap by ensuring learning at high levels for ALL students? By using effective, strategic, culturally responsive, and differentiated lesson planning?

Do you have a desire to work in a culturally responsive and equity driven urban district? A critical understanding of language acquisition? Ability to lead, learn, and reflect with an Equity Lens?

Do you flourish in a dynamic workplace? Seek out and engage student and community investment? Understand the importance of family partnerships? Have Connecticut certification?

Does this Sound Like You?

*Growth Mindset, Committed, Social Justice-Minded, Reflective, Equity Warrior, Passionate, Adaptable, Culturally Competent, Resilient*

If you answered yes to these questions, **we’re looking for you!**

"If you want to make a change – not something for just that year but lifelong – come to Hartford, and you’ll get an opportunity to actually do that. You’ll see all of your hard work come to reality."

—Reggie Tucker, HPS Educator
We Invest in Our Teachers

Teachers new to the profession and to the district are given support with professional development. Our support programming allows educators to learn the culture of HPS, along with being provided resources that will allow them to excel in the classroom. One of the many positives of teaching in HPS is that you are joining a large network of educators, which leads to numerous opportunities for collaboration, teamwork, and in-district expertise. All new teachers will have the opportunity to gather as a community of learners with other educators to share ideas and perspectives, reflect, plan, and problem solve. In addition, each educator working under an initial, interim, or 90-day certification will be partnered with a TEAM-trained mentor to provide support through the TEAM process.

Incentives and Benefits

We are looking for the best and want to provide the best opportunity for you and your career growth. We’ve put together a comprehensive package of benefits and incentives, including:

- Competitive salary
- Rich health care plan (including dental and vision)
- Life insurance
- Residency differential for educators who reside in Hartford (3% of base salary)
- National Board-Certified Teacher salary compensation ($3,500 annually)
- Tuition reimbursement ($1,800 annually)

In the spring of 2020, there were 1,591 teachers and 3,569 total employees at Hartford Public Schools.

Our Educators Matter
Career Growth Opportunities

Hartford Public Schools has a culture of continuous improvement through professional development for teachers at the school and district level. Teachers are encouraged to expand their reach beyond the classroom in roles such as:

- Mentor Teachers
- Instructional Coaches
- Assistant Directors
- Directors
- Assistant Principals
- Principals
- Principals

Facts About HPS
(Spring 2020)

1,591 Teachers
3,569 Total Employees
Hartford is within an hour’s drive of the coastline and is centrally located between New York City and Boston. Hartford is one of America’s oldest and most historic cities, made up of 17 unique neighborhoods rich in history and diversity. It is known as the “insurance capital” due to its prominence beginning in the 19th century as home to many of the most prestigious insurance companies in the U.S., many of which still call Hartford home today.

Hartford features world-class museums and entertainment venues, including an array of restaurants showcasing cuisines from all over the world, attracting people far and wide. **More than 200 arts, heritage, sports, and cultural organizations** in the Hartford region provide hundreds of events year round.

In addition, several universities and colleges are in Hartford and the surrounding area, allowing easy access to advanced degree programs.
Hartford Public Schools proudly serves 18,000 urban and suburban students from all over the world. With the variety of cultures found in our educational system, we are committed to engaging all students in meaningful ways. It is well known that learning is strongest when teaching systems are culturally responsive. In this environment, students have the inherent wisdom and capacity to learn and achieve at high levels. Hartford Public Schools embraces its diverse community – one of our best assets – and strongly believes that our own students can be active co-creators of our community’s future growth and success.

Meet Our Students

91% Enrolled are students of Color

18,086 Students attending HPS (Spring 2020)

- 89 Sending Towns
- 39 Schools
- 18 Magnet Schools
- 90 Spoken Languages by our Students
- 436 Students without Permanent Housing
- 22% English Language Learners
- 81% Reduced/Free Lunch
- 21% Special Education

55% HISPANIC LATINO
29% BLACK/AFRICAN AMERICAN
9% WHITE
4% ASIAN
2% TWO OR MORE RACES
The District Model for Excellence (DME)

The district came together with our community—parents, students, teachers, faith-based leaders, businesses, and government—to re-imagine and restructure our schools through the District Model for Excellence, a roadmap to restructure Hartford Public Schools into a network of high-quality schools for every student. [www.hartfordschools.org/districtmodel](http://www.hartfordschools.org/districtmodel)

Through this process, four priorities and objectives were identified to guide our work:

- **Teaching & Learning**: Quality instruction and support to ensure students graduate ready for college and life.
- **Family & Community Partnerships**: Strengthen relationships with families, businesses, government, faith-based groups, and the community.
- **School Culture & Climate**: Ensure ALL students feel safe and valued at HPS.
- **Operational Effectiveness**: Maximize use of resources, initiatives, operations, and minimize redundancies.

Access further information on career opportunities in the Hartford Public Schools’ or Email: Recruitment@hartfordschools.org

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